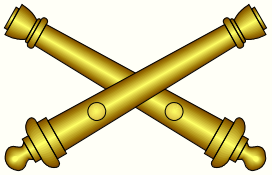
US ARMY
HUMAN RESOURCES COMMAND

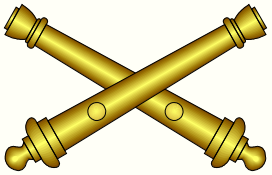
FA BRANCH

AGENDA



- FA BRANCH MISSION / ORGANIZATIC
- DIALOGUE WITH BRANCH
- ASSIGNMENTS
- PROFESSIONAL DEVELOPMENT
- FA POPULATION
- PROMOTION / SELECTION BOARDS
- OERS
- QUESTIONS / DISCUSSION

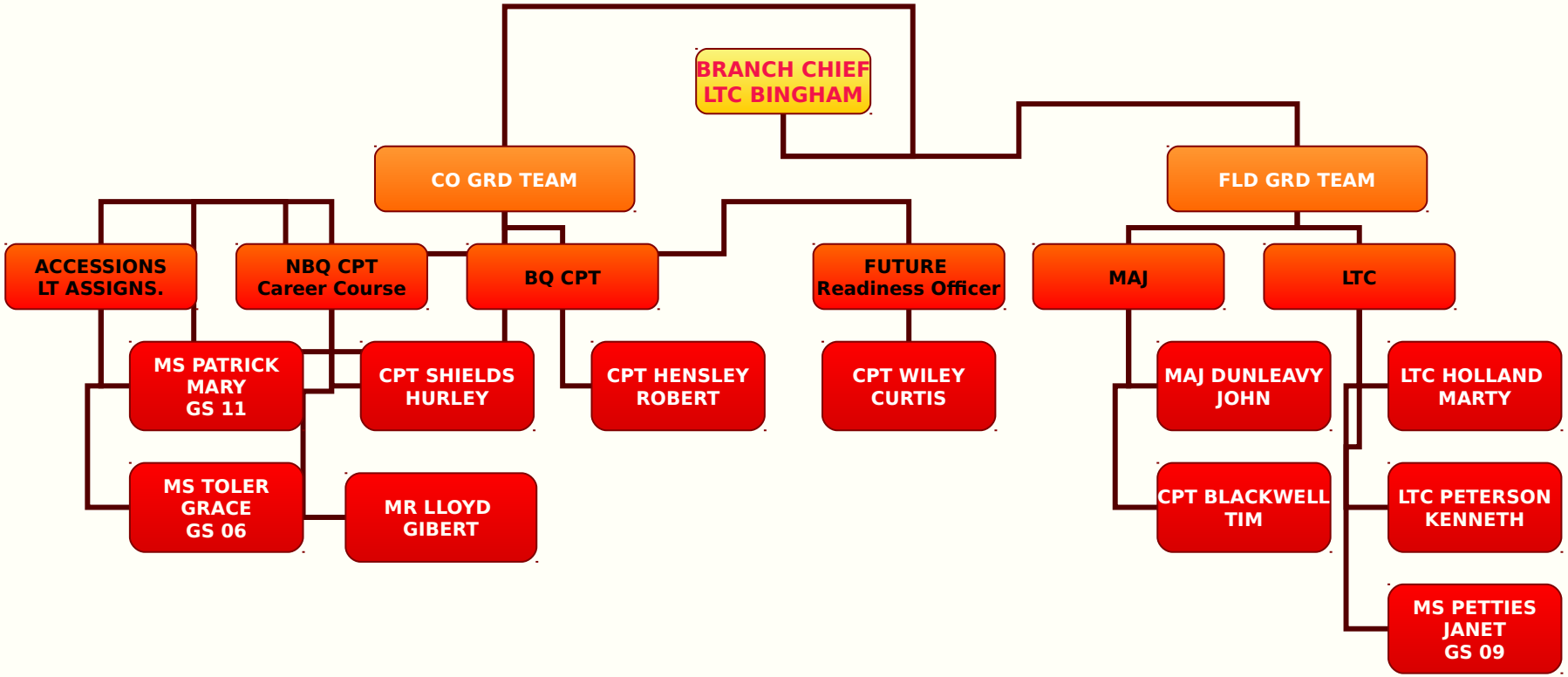
MISSION



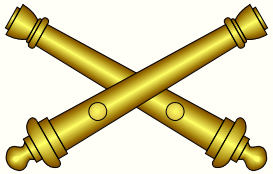
MANAGE THE ASSIGNMENTS AND PROFESSIONAL DEVELOPMENT OF ARTILLERY OFFICERS TO PROVIDE THE BEST TRAINED LEADERS AT THE RIGHT JOBS, AT THE RIGHT TIME, IN THE RIGHT PLACE, FOR OUR ARMY.

EDUCATE ARTILLERY OFFICERS ON EMERGING TRENDS AND CHANGES IN PERSONNEL POLICY

FA BRANCH ORGANIZATION



CONTACTING FIELD ARTILLERY BRANCH



- Establish Voice, and then go digital (e-mail)

POSITION	NAME	E-MAIL ADDRESSES	
BRANCH CHIEF	LTC BINGHAM	Raymond.Bingham@hoffman.army.mil	
COL ASSIGNMENTS	LTC PAUL HOSSENLOPP	Paul.Hossenlopp@hoffman.army.mil	
LTC ASSIGNMENTS	LTC MARTY HOLLAND	Martin.Holland@hoffman.army.mil	
	LTC KENNETH PETERSON	Kenneth.Peterson@hoffman.army.mil	
	MS JANET PETTIES	Janet.Petties@hoffman.army.mil	
MAJ ASSIGNMENTS	MAJ JOHN DUNLEAVY	John.Dunleavy@hoffman.army.mil	
	CPT TIMOTHY BLACKWELL	Timothy.Blackwell@hoffman.army.mil	
BQ CPT ASSIGN	CPT ROBERT HENSELY	Robert.Hensely@hoffman.army.mil	0187
NBQ CPT ASSIGN	CPT HURLEY SHIELDS	Hurley.Shields@hoffman.army.mil	5369
	MR LLOYD GIBERT	Lloyd.Gibert@hoffman.army.mil	
LT ASSIGNMENTS	MS MARY PATRICK	Mary.Patrick@hoffman.army.mil	
	MS GRACE TOLER	Grace.Toler@hoffman.army.mil	
FRO	CPT CURTIS WILEY	Curtis.Wiley@hoffman.army.mil	

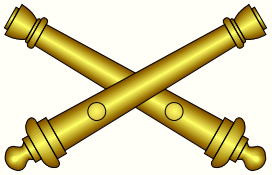
ADDRESS & PHONE NUMBER

US ARMY HUMAN RESOURCES COMMAND
AHRC-OPA-F (assignment officer's name)
200 STOVALL STREET (SUITE 4N51)
ALEXANDRIA, VA 22332
COMM: (703) 325-XXXX; DSN: 221-

INTERNET ADDRESSES
HRC HOMEPAGE: https:/www.hrc.army.mil

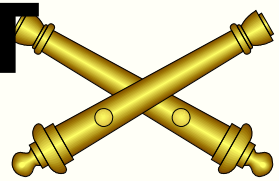
FA SITREP:
www.hrc.army.mil/opfa/fasitrep.htm

WHAT YOUR ASSIGNMENT OFFICER CAN DO FOR YOU

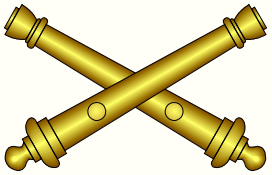


- **PROVIDE ADVICE/PROFESSIONAL DEVELOPMENT TTPS**
- **PROVIDE INFORMATION/ASSESSMENT/TIMELINE**
- **TELL IT TO YOU STRAIGHT (REFERENCING ESTABLISHED POLICIES, ARS AND DA PAMS)**
- **HELP YOU MANAGE YOUR OWN CAREER … YOUR PARTICIPATION AND INPUT ARE CRITICAL**

WHAT YOUR ASSIGNMENT OFFICER WILL NOT DO

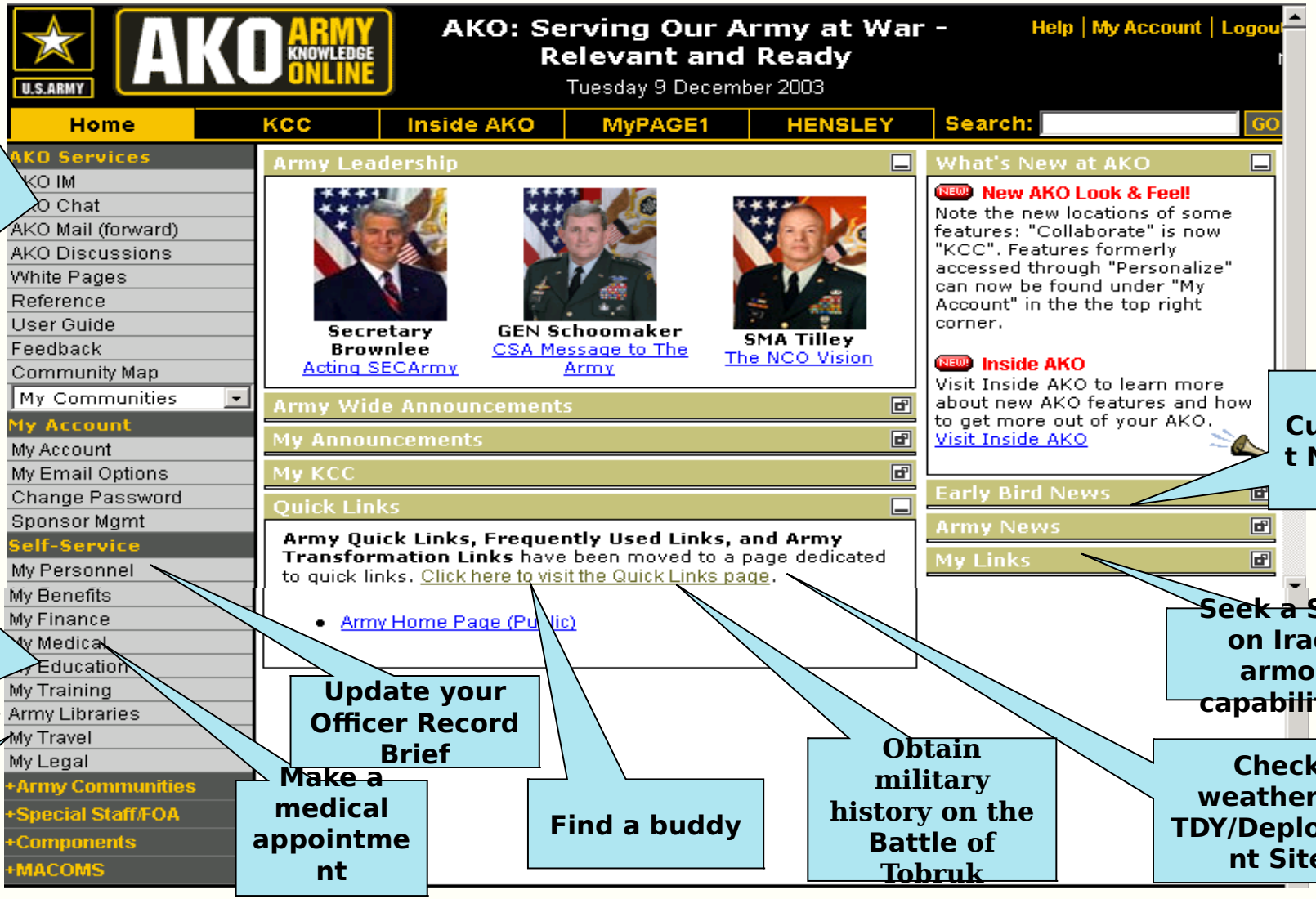


- **SHARE THE CONTENTS OF YOUR FILE (AERS, OERS)**
  WITH ANYONE OUTSIDE OF HRC
- **PREDICT OUTCOME OF PROMOTION/SELECTION BOARDS**
- **PINPOINT OFFICERS (COMPANY GRADE) TO A PARTICULAR UNIT (ITALY VS. GERMANY, CORPS VS. DIVARTY)**
- **SERVE AS YOUR PERSONNEL ACTION CENTER (PAC)**
  FOR ORB



DIALOGUE WITH BRANCH IN THE 21ST CENTURY

AKO: THE "SINGLE GATEWAY FOR E-ARMY"



Arrange on-line meetings with colleagues in Korea and Germany, saving TDY funds

Curren t News

Go to Army Universit y Access On-Line

Update your Officer Record Brief

Seek a SME on Iraqi armor capabilities

File a travel claim on-line

Make a medical appointme nt

Find a buddy

Obtain military history on the Battle of Tobruk

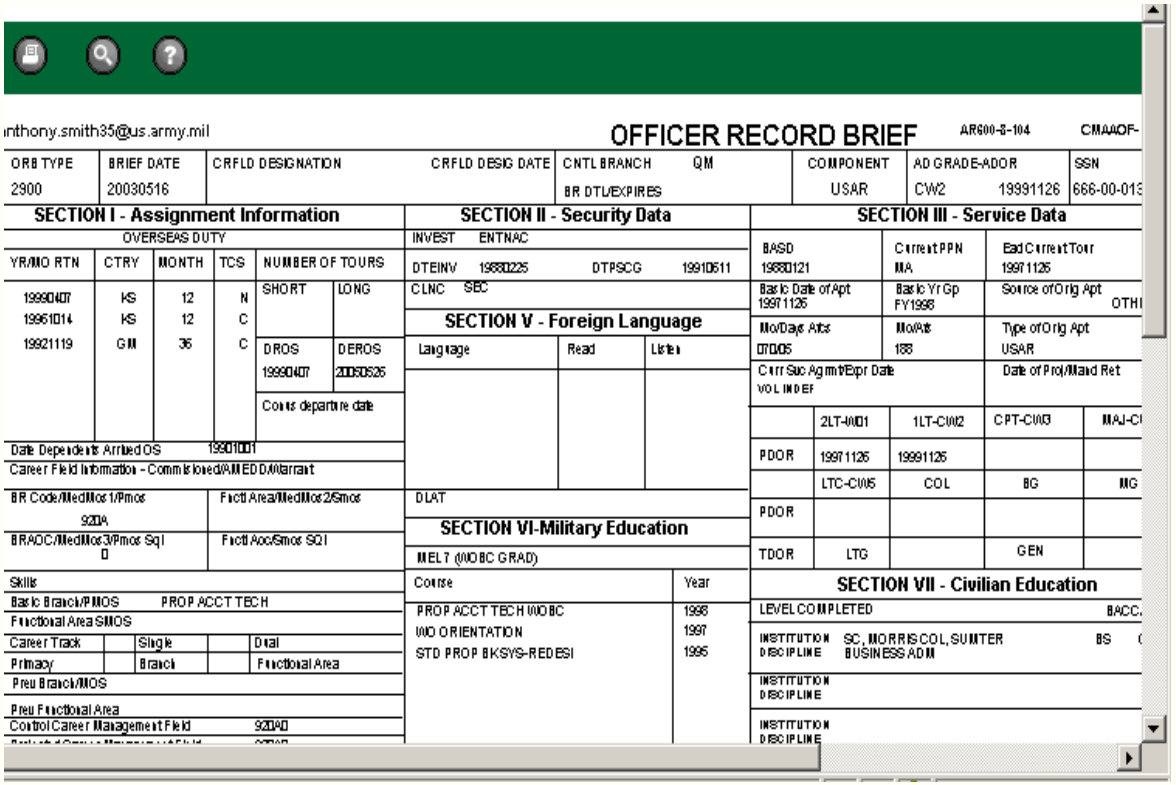
Check weather at TDY/Deployme nt Site

HRC Alexandria ONLINE

Address
https://www.perscomonline.army.mil/index2.asp
Go
Links
U.S. ARMY HUMAN RESOURCES COMMAND
Date: 10/2/2003
WHAT'S NEW
PROMOTIONS AND SELECTIONS
MILPER MESSAGES
My Record
Access your personnel information from one place
Feature Sites
Many of the features below require an Army Knowledge Online (AKO) account to access.
UNIT MANNING
ONE
TEAM
TASK FORCE
Announcements
Personnel Headlines
Oct 01, 2003: The results of the FY03 Special Branch CSC Board are tentatively scheduled for release on 15 October 2003.
Sep 24, 2003: The monthly CW2 and 1LT Promotions Orders for PSBs/MPDs/PSCs are now available on TOPMIS II.
Sep 23, 2003: The Army Human Resource IT Conference will be held from October 28-30, 2003
Sep 16, 2003: The Army Competitive Category FY03 Senior Service College Board Results were released on 16 September 2003. (MILPER Message 03-253)
Sep 11, 2003: OERs can be e-mailed from Iraq, Afghan theaters.
Search
SiteSearch
Search
HRC Major Activities
Officer Personnel Management
Enlisted Personnel Management
The Adjutant General
Deputy Chief of Staff, Operations
Personnel Information Systems

MYORB NOW ON THE WEB

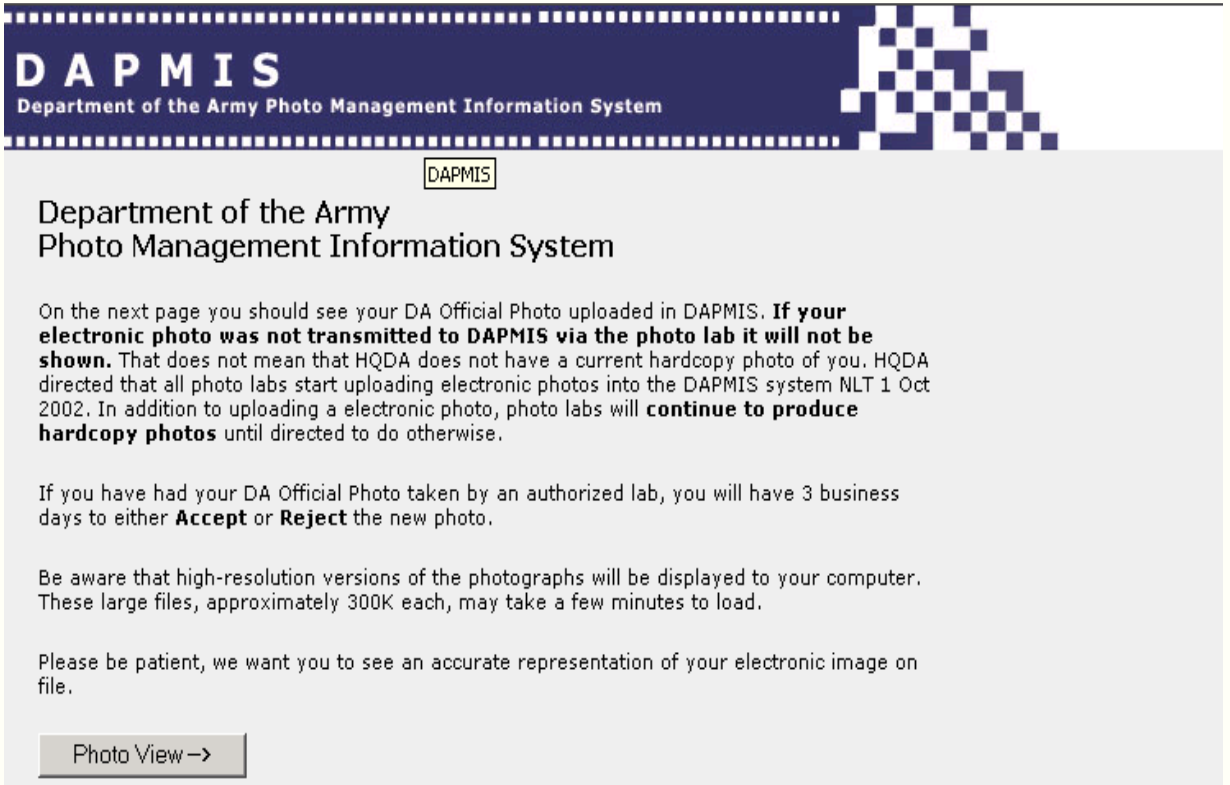
Link on HRC website
- Allows officers to access their ORB 24x7
- Secure via AKO address
- Can view, print, download and send


OFFICER RECORD BRIEF
SECTION I - Assignment Information
SECTION II - Security Data
SECTION III - Service Data
SECTION V - Foreign Language
SECTION VI-Military Education
SECTION VII - Civilian Education

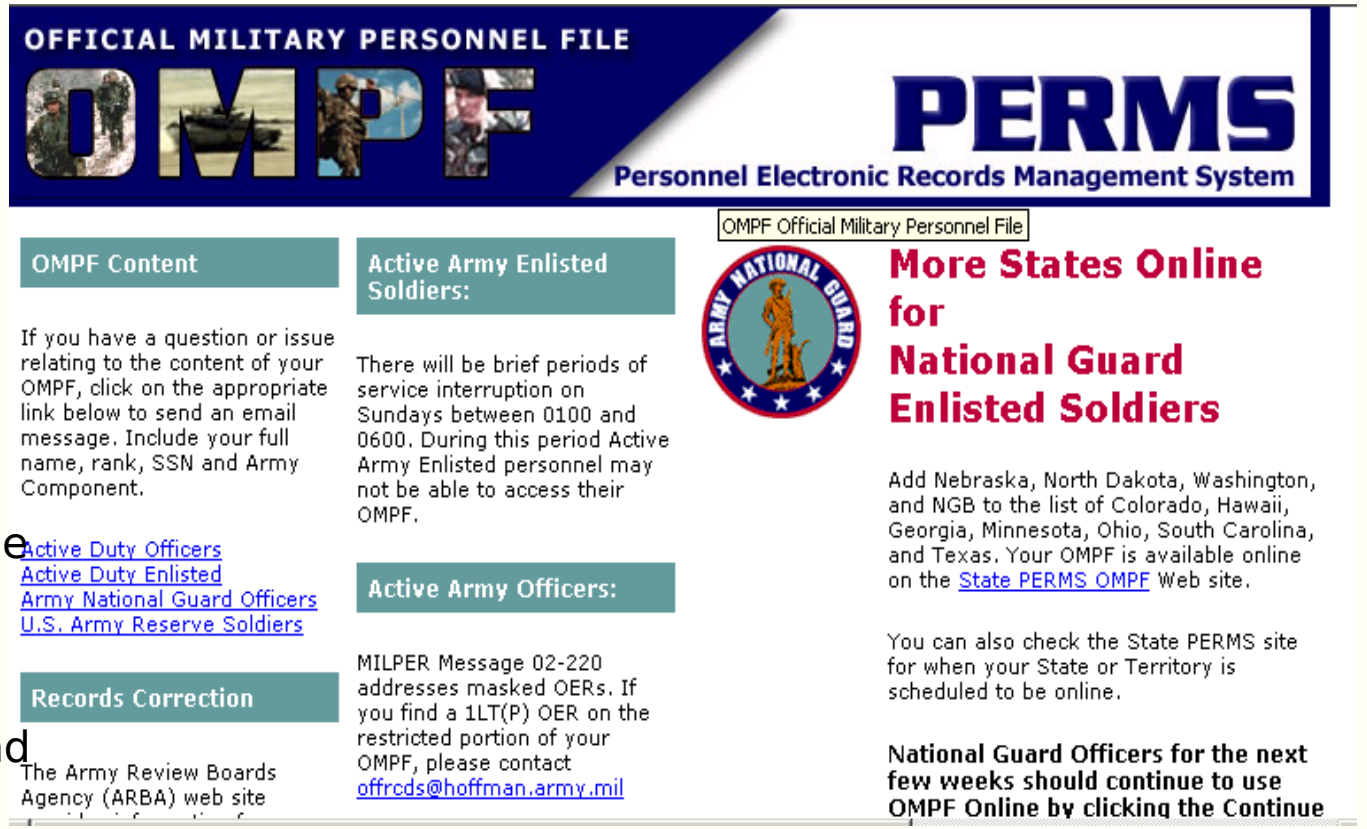
DAPMIS NOW ON THE WEB

DA Photo Management Information System
DAPMIS

Link on HRC website
- Allows officers to access their photo 24x7
- Secure via AKO address
- Can view most current photo on file


DAPMIS
Department of the Army Photo Management Information System
DAPMIS
Department of the Army
Photo Management Information System
On the next page you should see your DA Official Photo uploaded in DAPMIS. If your electronic photo was not transmitted to DAPMIS via the photo lab it will not be shown. That does not mean that HQDA does not have a current hardcopy photo of you. HQDA directed that all photo labs start uploading electronic photos into the DAPMIS system NLT 1 Oct 2002. In addition to uploading a electronic photo, photo labs will continue to produce hardcopy photos until directed to do otherwise.
If you have had your DA Official Photo taken by an authorized lab, you will have 3 business days to either Accept or Reject the new photo.
Be aware that high-resolution versions of the photographs will be displayed to your computer. These large files, approximately 300K each, may take a few minutes to load.
Please be patient, we want you to see an accurate representation of your electronic image on file.
Photo View –>

OMPF NOW ON THE WEB


OFFICIAL MILITARY PERSONNEL FILE
OMPF
PERMS
Personnel Electronic Records Management System
OMPF Official Military Personnel File
OMPF Content
If you have a question or issue relating to the content of your OMPF, click on the appropriate link below to send an email message. Include your full name, rank, SSN and Army Component.
Active Duty Officers
Active Duty Enlisted
Army National Guard Officers
U.S. Army Reserve Soldiers
Records Correction
The Army Review Boards Agency (ARBA) web site
Active Army Enlisted Soldiers:
There will be brief periods of service interruption on Sundays between 0100 and 0600. During this period Active Army Enlisted personnel may not be able to access their OMPF.
Active Army Officers:
MILPER Message 02-220 addresses masked OERs. If you find a 1LT(P) OER on the restricted portion of your OMPF, please contact offrcds@hoffman.army.mil
ARMY NATIONAL GUARD
More States Online for National Guard Enlisted Soldiers
Add Nebraska, North Dakota, Washington, and NGB to the list of Colorado, Hawaii, Georgia, Minnesota, Ohio, South Carolina, and Texas. Your OMPF is available online on the State PERMS OMPF Web site.
You can also check the State PERMS site for when your State or Territory is scheduled to be online.
National Guard Officers for the next few weeks should continue to use OMPF Online by clicking the Continue

Link on HRC website

- Allows officers to access their Official Military Personnel File 24x7
- Secure via AKO address
- Can view, print, and download

FA BRANCH WEBPAGE

Field Artillery Branch Web Page is...

- **Assignment Officer Updates**
- **Links Latest Board Results**
- **Latest Board Analysis / Trends**

https://www.hrc.army.mil/OPfa/fasitrep.htm

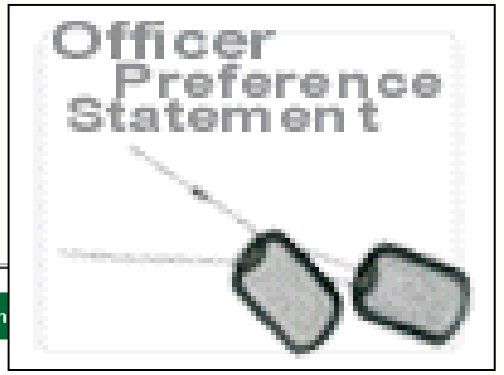
Add us to your favorites

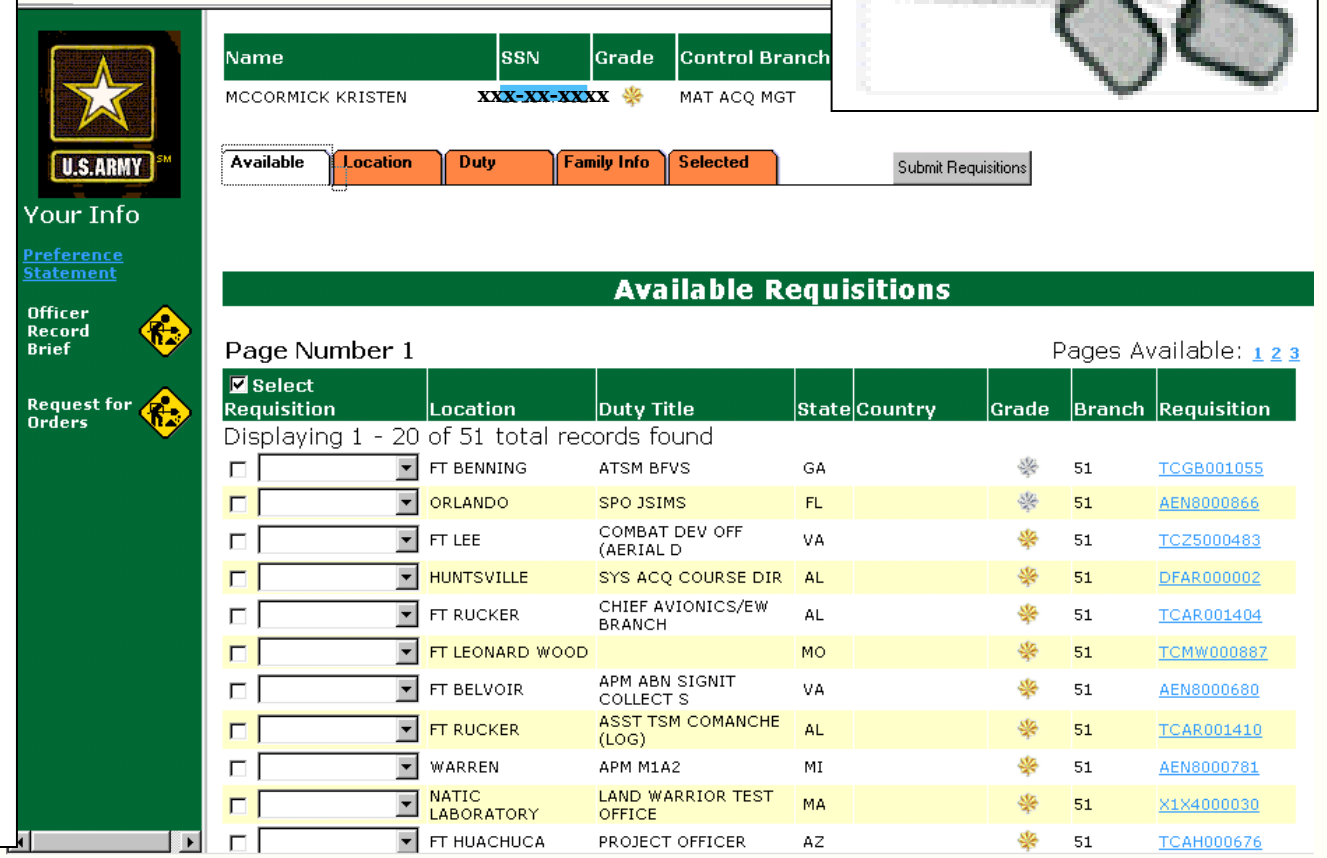
ASSIGNMENTS

OFFICER ASSIGNMENT PREFERENCE STATEMENT

AVAILABLE ON HRC WEBSITE

- Officers use AKO account to validate individual information
- Shows real time availability of all duty positions by grade, Career Field, FA, qualification and location (FA Branch may not "own" selected assignment)
- Career Managers view officer preferences when talking with officers and/or when making assignment recommendations
- This does not replace dialogue with assignment officer (AO). AOs do not get notified if you have submitted assignment preference statements.





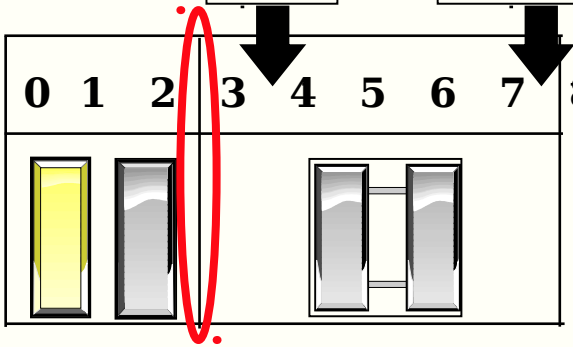
PROFESSIONAL DEVELOPMENT

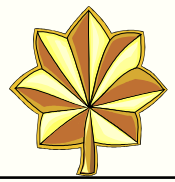
LEADER DEVELOPMENT TIMELINE

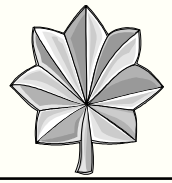
DA Pam 600-3:

FAD | PZ MAJ | PZ LTC | PZ COL

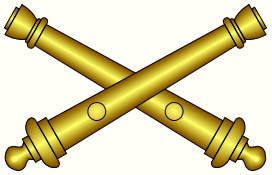
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20





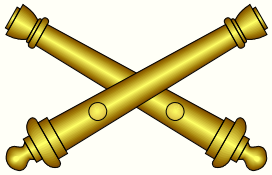


OBC	BR TOE ASGMT/ DETAIL	CCC	BTRY CMD	3Rs/ FUNCT AREA TNG& ASGMT	CFD		CSC	BN XO/S3 BRANCH QUAL	JOINT/ OFCR GEN	BN CMD BR UTIL	SSC	BDE CMD BR QUAL	JOINT/ OFCR GEN
						OPS							
						NON OPS	CSC	FUNCT AREA QUAL	FA/JOINT/ OFCR GEN	FA/ JOINT/ OFCR GEN	SSC	FUNCT AREA	JOINT/ OFCR GEN



OPMS III

OPMS III GOALS

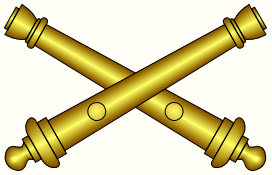


- **ENHANCE <u>WARFIGHTING CAPABILITY</u>**
  - **INCREASE MAJ "BQ" TIME**
  - **INCREASE COMMAND OPPORTUNITY**

- **PROVIDE ALL OFFICERS WITH REASONABLE <u>OPPORTUNITY FOR SUCCESS</u>**

- **BALANCE GRADES AND SKILLS AT FIELD GRADE LEVEL**
  - **REDUCE UPWARD GRADE SUBSTITUTION**
  - **INCREASE LEVEL OF FILL**
- **<u>REDUCE TURBULENCE</u> FOR OPERATIONS CAREER FIELD**
- **<u>BUILD THE BENCH</u> OF OFFICERS IN REQUIRED SKILLS**

FUNCTIONAL AREA



FA 24
221-3114
Information Systems Engineering

FA 30
221-5791
Information Operations

FA 34
221-5756
Strategic Intelligence

FA 39
221-5790
Psychological Opns & Civil Affairs

FA 40
221-0748
Space Operations

FA 43
221-2724
Human Resources

FA 45
221-3112
Comptroller

FA 46
221-8635
Public Affairs

FA 48
221-3132
Foreign Area Officer

FA 49
221-3113
Opns Research/ Systems Analyst

FA 50
221-0457
Force Management

FA 52
221-6354
Nuclear Research & Operations

FA 53
221-2759
Systems Automation

FA 57
221-8635
Simulation Operations

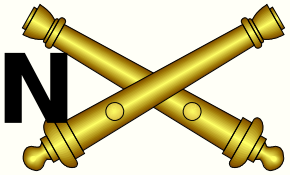
FA 59
221-0457
Strategic Plans/Policy

Numbers in yellow are DSN phone numbers

- ***MANNER OF PERFORMANCE***
- ***ACADEMIC DISCIPLINE***
- ***GRADE POINT AVERAGE***
- ***LANGUAGE APTITUDE SCORES***

Submit During 5th Year of Service

CAREER FIELD DESIGNATION



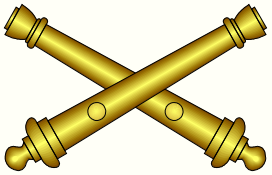
- **OFFICER PREFERENCES SUBMITTED ONLINE**

- **CFD BOARD MEETS IMMEDIATELY FOLLOWING THE MAJORS BOARD ---> RESULTS RELEASED SIMULTANEOUSLY**

- **APPROXIMATELY 70% OF EACH YG WILL REMAIN IN THE OPERATIONS CAREER FIELD**

- **PATH FROM MAJOR ON WILL BE IN YOUR CAREER FIELD**

CAREER FIELDS



Operations — 69%

- Basic Branches
- FA 39 PSYOP and Civil Affairs

Operational Support (OS — 14%

- FA 48 Foreign Area Officer
- Army Acquisition Corps (51, 53, 97)

Information Operations (IO) — 7%

- FA 24 Information Systems Engineering
- FA 30 Information Operations
- FA 34 Strategic Intelligence
- FA 40 Space Operations
- FA 46 Public Affairs
- FA 53 Information Systems

Institutional Support (IS — 10%

- FA 43 Human Resource Management
- FA 45 Comptroller
- FA 47 USMA Permanent Instructor
- FA 49 Operations Research/ Systems Analysis
- FA 50 Force Management
- FA 52 Nuclear Research and Operations
- FA 59 Strategic Plans and

WHAT IS THE CFD PROCESS?

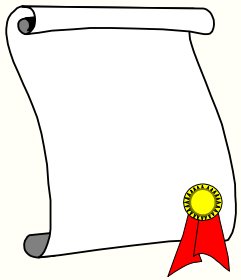
MAJOR'S PROMOTION LIST

OFFICER PREFERENCE

+

COMMANDERS INPUT (OER)

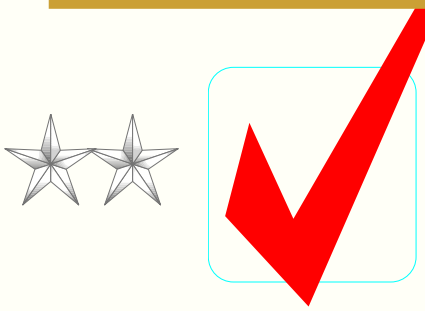
+



ABILITIES/ EXPERIENCE

A PROCESS THAT MATCHES OFFICER'S PREFERENCE AND CAPABILITY WITH ARMY REQUIREMENTS

+



CFD BOARD DESIGNATES CAREER FIELD

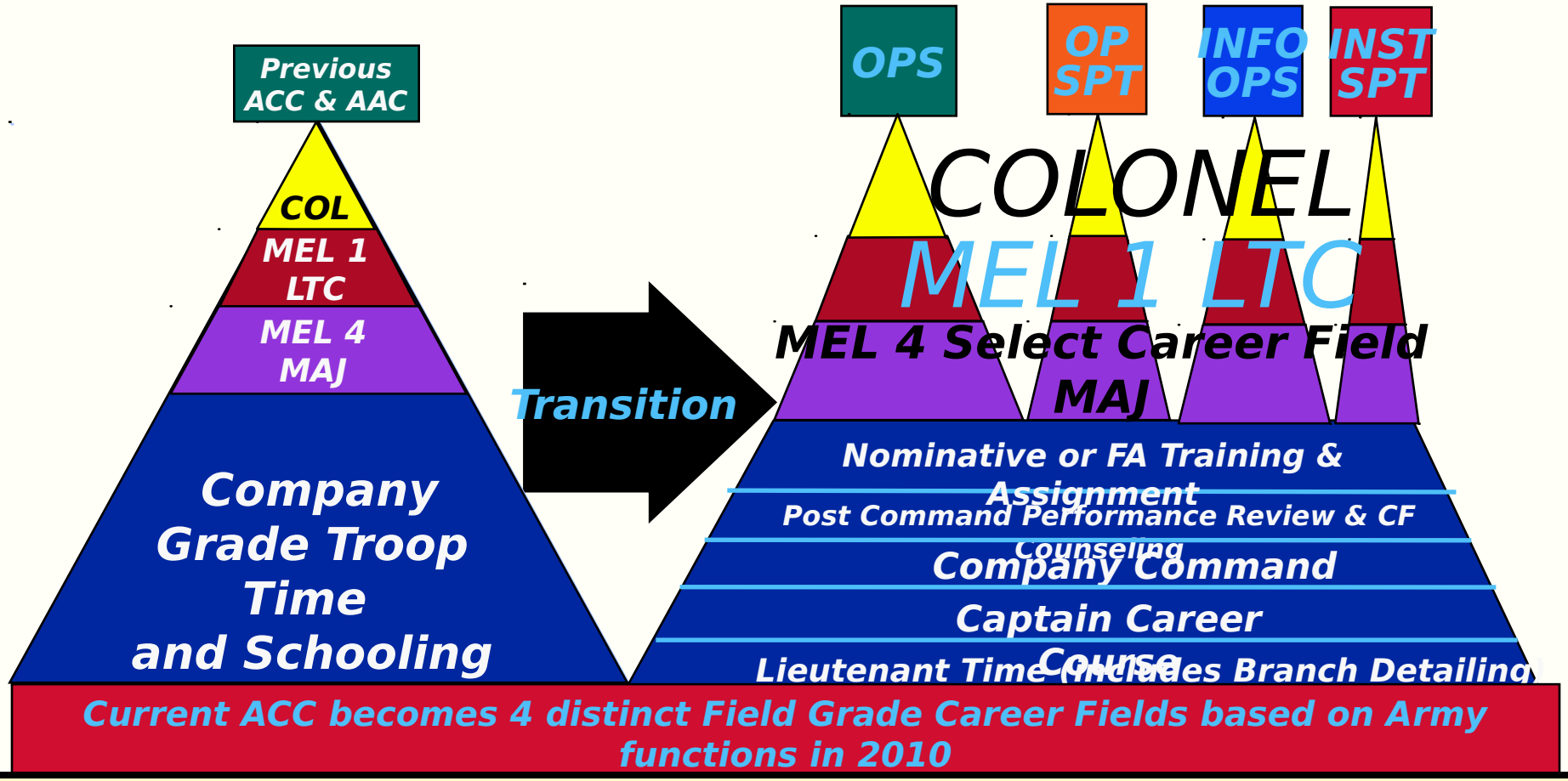
QUALIFICATION DATA BY FA TO CFD BOARD

=

ARMY REQUIREMENTS

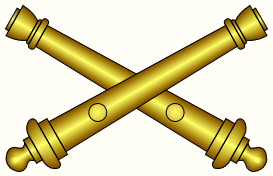
OPMS III
FOUR CAREER FIELDS

FOUR CAREER FIELDS ESTABLISHED TO DEVELOP AND MANAGE FIELD GRADE OFFICERS



NO CHANGE IN CAREER PATTERN PRIOR TO SELECTION TO MAJOR

BOTTOM LINE ON CFD



- **SUBMIT YOUR PREFERENCE ON TIME -- DONE ONLINE**

- **IF YOU WANT TO STAY BASIC BRANCH, REQUEST IT AS YOUR #1 CHOICE**

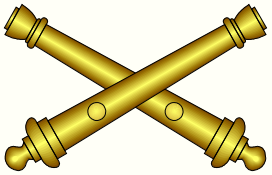
- **CAREER FIELDS WILL BE COMPETITIVE**

- **DO YOUR RESEARCH - THIS IS A PERMANENT CHANGE FOR THE REMAINDER OF YOUR CAREER**

- **CFD = MORE BQ TIME AS MAJ … BETTER BN CMD OPPORTUNITY FOR OPERATIONS**

FORCE STABILIZATION

FORCE STABILIZATION



FORCE STABILIZATION IS A SYSTEM DESIGNED TO DECREASE PERSONNEL TURBULENCE FOR UNITS AND SET CONDITIONS FOR INCREASED UNIT READINESS, COMBAT EFFECTIVENESS, AND COHESION.

WHY FORCE STABILIZATION?

- **INCREASE OVERALL ARMY READINESS**
- **SLOW DOWN THE FORCE (FEWER PCS MOVES)**
- **INCREASE UNIT COHESION**
- **STABILIZE FAMILIES AND PROVIDE MORE PREDICTABILITY TO SOLDIERS**

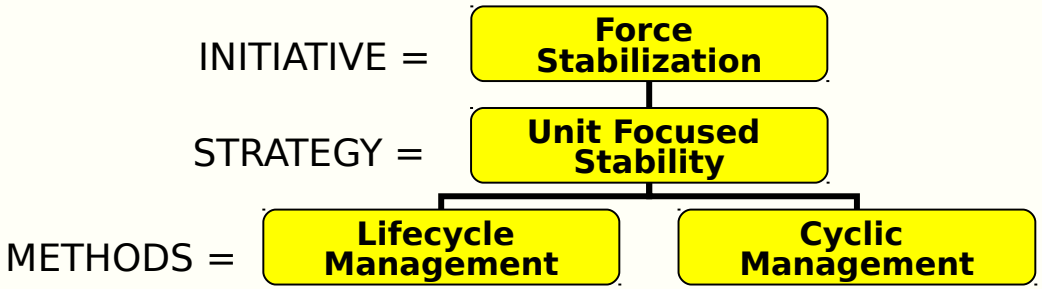
FORCE STABILIZATION STRATEGIES

LIFECYCLE MANNING

- Synchronizes Soldier's tour with the unit's operational cycle (36 months)
  - Minimizes Soldier moves/losses for deployed units
  - Provides cohesion for all LEVELS OF SOLDIERS AND LEADERS

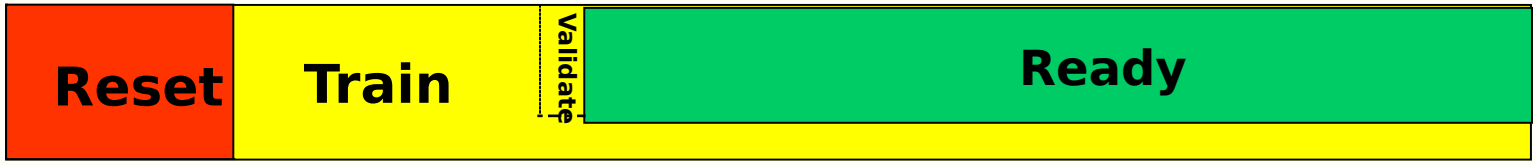
CYCLIC MANNING

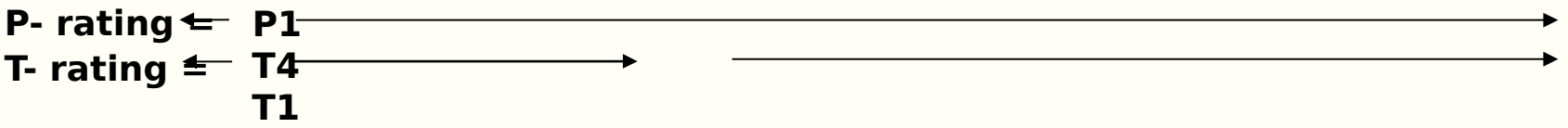
- Provides periodic replacements by not interfering with training events (14 months)
  - For Headquarters element and Combat Support and Combat Service Support units
  - Allows for continuous operations to occur without stopping to support replacement periods
  - Focuses training around replacement periods



FORCE STABILIZATION LIFECYCLE MANAGEMENT

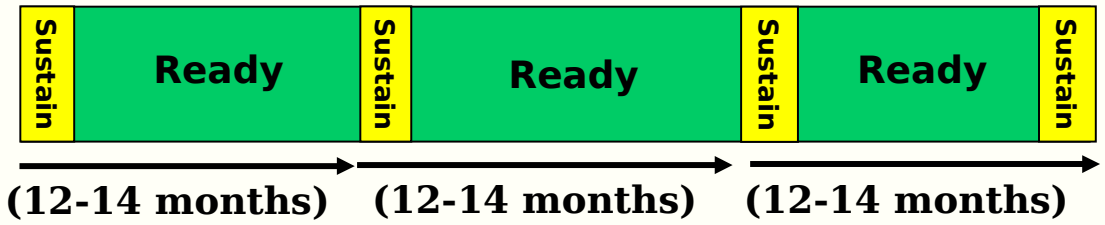
THERE ARE THREE PHASES IN A LIFECYCLE:





1. Reset
   - **1-3 months**
   - **Conclusion of lifecycle**
   - **Initiation of next iteration**
   - **Goal – 25% to 33% of a lifecycle unit could "roll over" for an additional 3-year tour**
2. Train
   - **6-8 months**
   - **Individual through collective training**
   - **Culminates with a Certification Exercise**
3. Ready
   - **25-29 month period in which the unit is available for employment**

FORCE STABILIZATION
CYCLIC MANAGEMENT

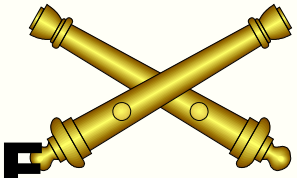


- Provides periodic package replacements to "normalize" training cycle for units
- **Cyclic focuses personnel PCSs/ETSs to a scheduled one or two month period.**
  - Enhances continuity of operations
  - Focuses training to sustainment periods
  - Focused on Headquarters elements and low density CS/CSS units
  - Unit cohesion and readiness improve

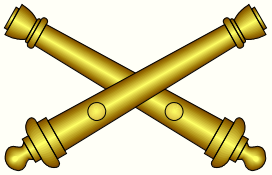
Key Tenets:

- **12-14 months in length**
- **Combat Support, Combat Service Support units, and Command and Control elements**
- **Synchronized sustain phases**
  - **Programmed losses and replacements only during this phase**
  - **Allows for focused training/ resource prioritization**
  - **15 to 30% losses annually**

FORCE STABILIZATION
BIGGEST CHANGE – OUR CULTURE

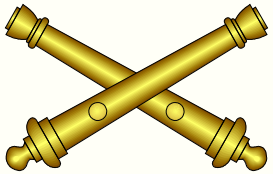


- **HOMESTEADING = GOOD**
  - **IT IS OK TO STAY AT A LOCATION YOU ENJOY; UNLESS THE NEEDS OF THE ARMY OR YOUR PROFESSIONAL NEEDS REQUIRE YOU TO PCS**
- **UNIT FOCUS VERSUS INDIVIDUAL FOCUS**
- **ASSIGNMENTS**
  - **FROM MORE BREADTH TO MORE DEPTH**
  - **KEEPS EXPERTS IN THEIR JOB LONGER**



MODULARITY

Modularity Status



	FY04	FY05	FY06	FY07
Divisions (UEx)	JUL04 — 3rd ID; SEP04 — 101st AIRBORNE	DEC04 — 4th ID; SEP04 — 10th Mt MOUNTAIN	OCT05 — 1st CAV; OCT05 — 25th ID; JUN06 — 82nd AIRBORNE	NOV06 — 4th ID; APR07 — 1st AR; APR07 — 1st AD OLD IRONSIDES
New Brigades (UAs)	JUL04 — 4/3 ID; SEP04 — 4/101 AIRBORNE; SEP04 — 3/10 Mt MOUNTAIN	DEC04 — 4/4 ID; 1/10 Mt MOUNTAIN; JUL05 — 4/10 Mt	OCT05 — 4/1 CAV; NOV05 — 5/25 ID; JAN06 — 6/1 CAV; JUN06 — 4/25 ID AIRBORNE	JAN 07 — 4/4 ID; APR 07 — 5/82 AIRBORNE; JUN 07 — 4/1 AD; APR 07 — 4/1 AD OLD IRONSIDES; AUG 07 — 4/2 ID
Converting Brigades (UAs)	JUL04 — 1/3 ID; JUL04 — 2/3 ID; JUL04 — 3/3 ID; SEP04 — 1/101 AIRBORNE; SEP04 — 2/101 AIRBORNE; SEP04 — 3/101 AIRBORNE; SEP04 — 1/1 AR MOUNTAIN	DEC04 — 1/4 ID; DEC04 — 2/4 ID; DEC04 — 3/4 ID; SEP05 — 2/10 Mt MOUNTAIN; SEP05 — 1/1 CAV; SEP05 — 3/1 CAV	OCT05 — 2/1 CAV; OCT05 — 3/25 ID; JUN06 — 4/25 ID AIRBORNE; JUN06 — 4/1 CAV AIRBORNE; JUN06 — 3/1 CAV AIRBORNE; JUN06 — 1/172 AIRBORNE	NOV06 — 1/82 AIRBORNE; NOV06 — 2/82 AIRBORNE; APR07 — 1/2 ID; APR07 — 1/1 AD OLD IRONSIDES; APR07 — 2/2 ID; APR07 — 2/1 AD OLD IRONSIDES; MAY07 — 3/2 ID; APR07 — 3/1 AD OLD IRONSIDES
Stryker		APR-JUN05 — SBCT4	DEC05 — SBCT5	

3ACR

TBD — SBCT1

TBD — SBCT2

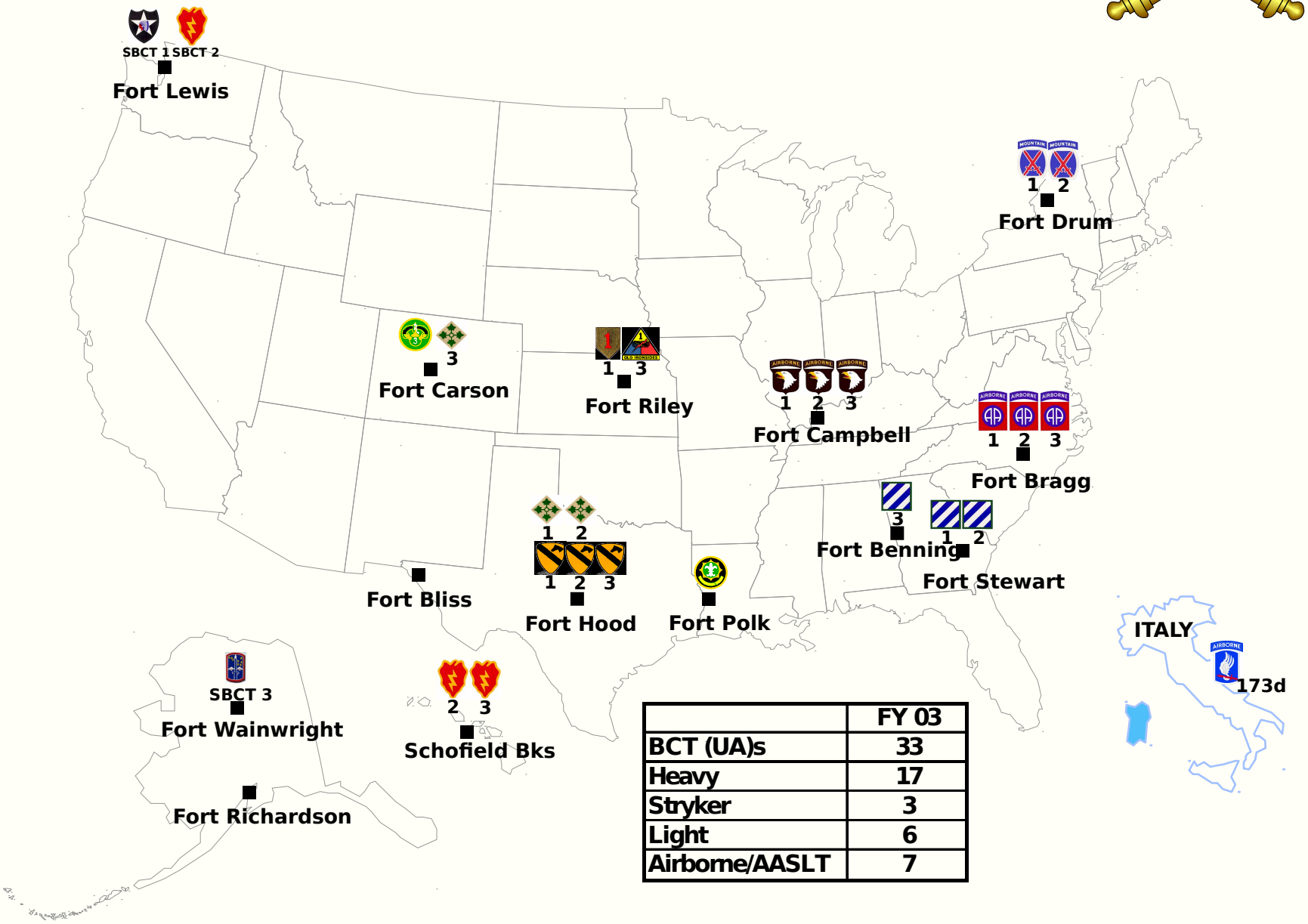
TBD — SBCT3

As of: 29Jul 04

☐ - 5 final UAs

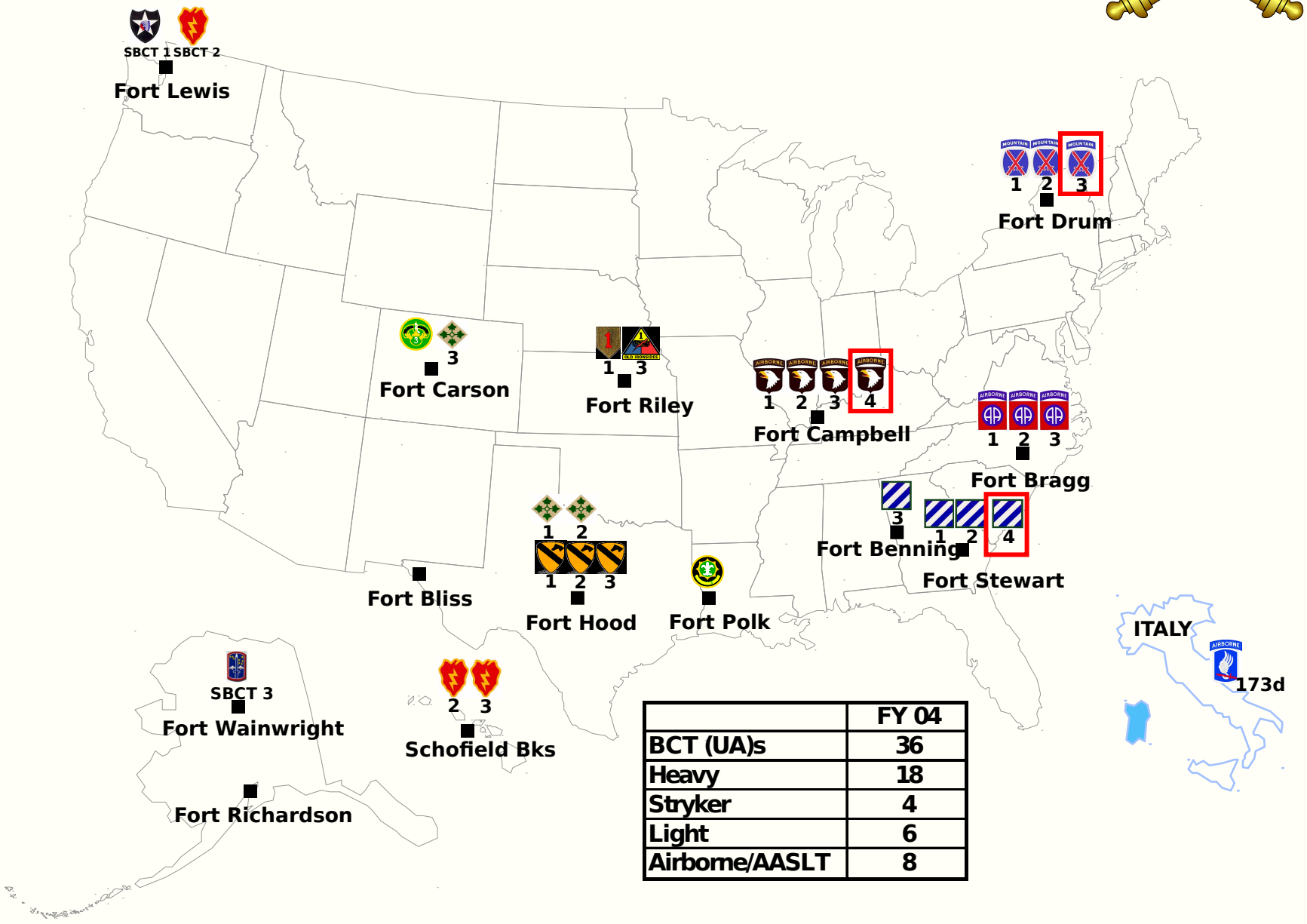
★ ***Decision to implement final 5 BCTs(UAs) subject to operational necessity and OSD approval***

BCT Units of Action: Today



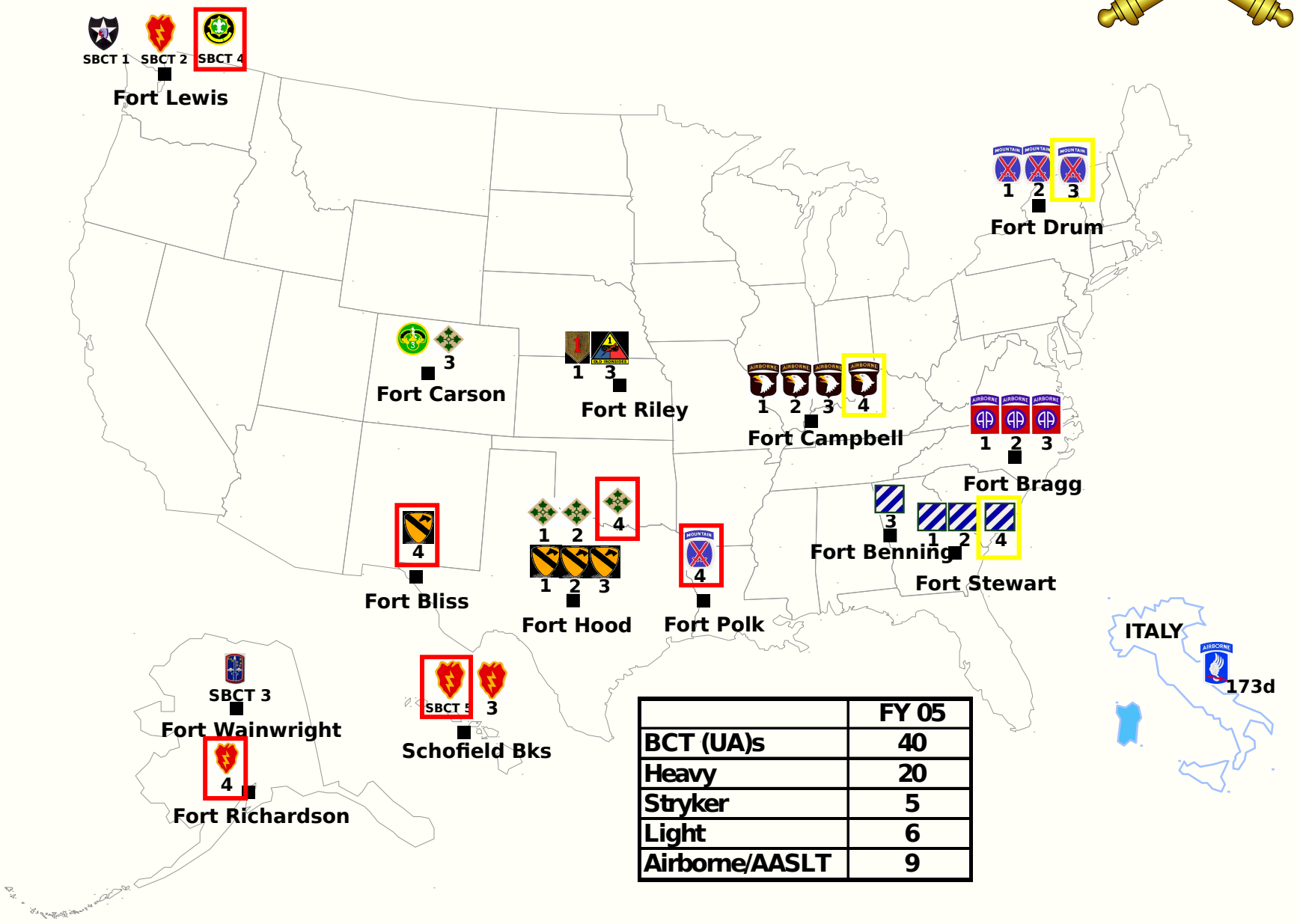
	FY 03
BCT (UA)s	33
Heavy	17
Stryker	3
Light	6
Airborne/AASLT	7

BCT Units of Action: Oct 04



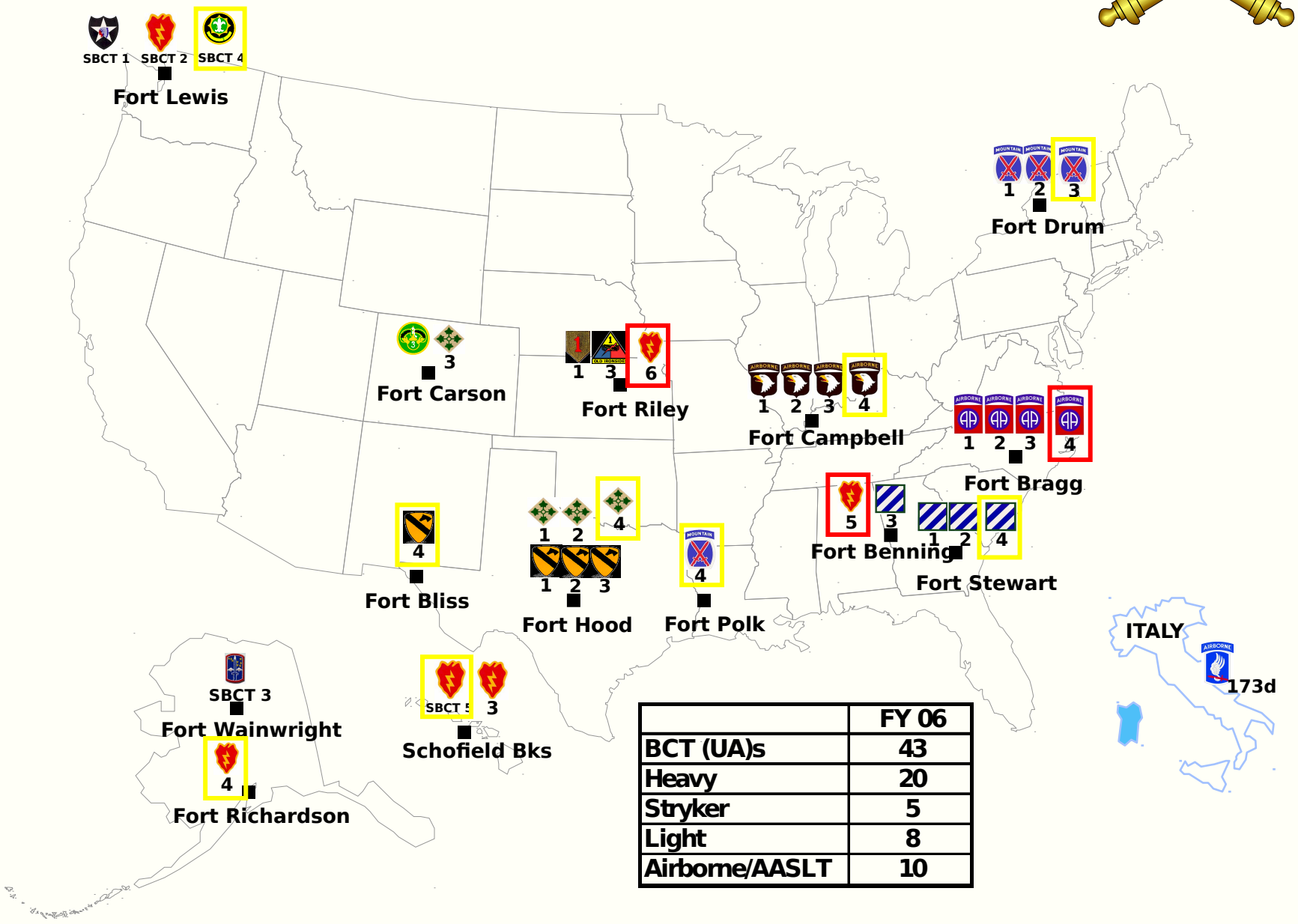
	FY 04
BCT (UA)s	36
Heavy	18
Stryker	4
Light	6
Airborne/AASLT	8

BCT Units of Action : Oct 05

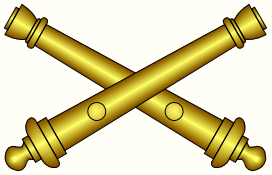


	FY 05
BCT (UA)s	40
Heavy	20
Stryker	5
Light	6
Airborne/AASLT	9

BCT Units of Action : Oct 06

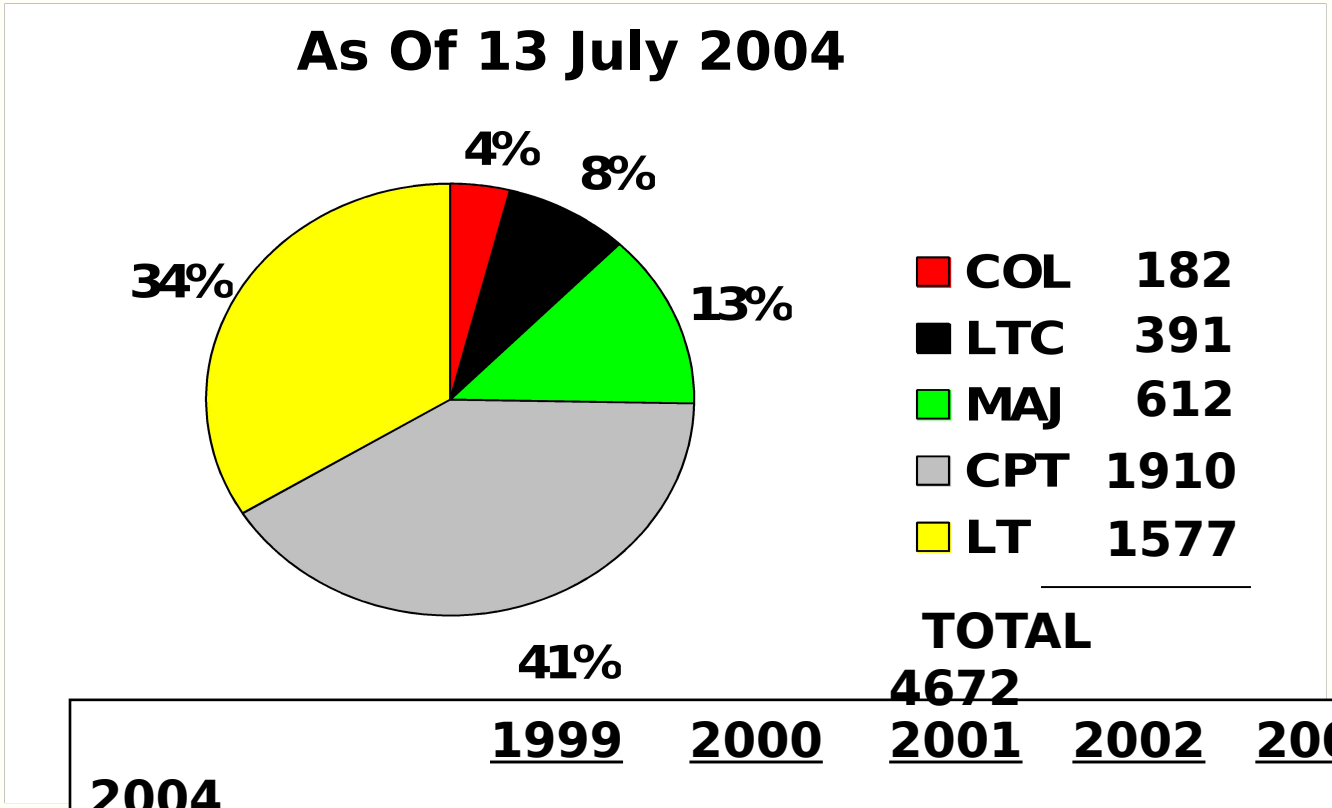


	FY 06
BCT (UA)s	43
Heavy	20
Stryker	5
Light	8
Airborne/AASLT	10



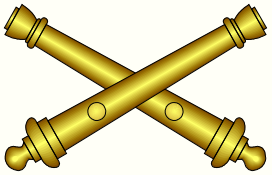
POPULATION

THE REDLEG POPULATION



2004	1999	2000	2001	2002	2003
COL 182	219	193	163	149	192
LTC 391	630	565	506	441	410
MAJ 612	798	720	656	610	636

LIEUTENANTS

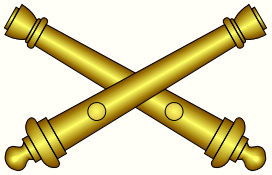


BEGIN TO LEARN YOUR CHOSEN PROFESSION

- DEVELOP LEADERSHIP ABILITIES
- WEAPON SYSTEM EXPERIENCE
- FIRE SUPPORT OPPORTUNITY
- TRAINING - MAKE IT CHALLENGING

…

LIEUTENANTS



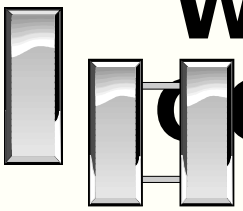
- **BRANCH DETAIL**
  - **FI, OD, QM, SC, TC -- 2 Years**
  - **MI -- 3 Years**
  - **AG -- 3 Years**

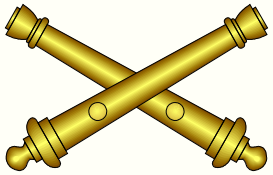
- **ACCESSIONS**
  - **USMA**
  - **ROTC**
  - **OCS**

- **BRANCH TRANSFERS**

- **FA OBC**
  - **AIRBORNE School**
  - **RANGER School**
  - **MACOM Funded**

WHEN WILL YOUR CAPTAINS GO TO THE CAREER COURSE?





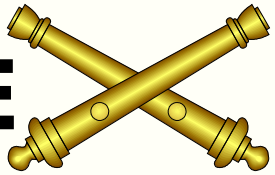
- COMMANDERS WILL MANAGE WHEN OFFICERS ATTEND CCC.

- OFFICERS IN CYCLIC OR LIFE CYCLE MANNED UNITS WILL ATTEND CCC
  TDY OR PCS AND RETURN TO THEIR PREVIOUS ASSIGNMENT OR
  TRANSITION TO A NEW ASSIGNMENT. CDRs OF LIFE CYCLE MANNED
  UNITS WILL MANAGE OFFICER'S ATTENDING THE CAPTAIN'S CAREER
  COURSE TO SUPPORT THE LIFE CYCLE OF THE UNIT.

- FTX, CPX, NTC, JRTC, CMTC ROTATIONS ARE NOT A
  REASON FOR DEFERMENT FROM CCC. (FORSCOM CG)

- OFFICERS WHO INTEND TO RESIGN IN LIEU OF ATTENDING CCC MUST CONTACT BRANCH WITHIN 30 DAYS OF THE RFO BEING CUT.

CAPTAIN'S CAREER COURSE

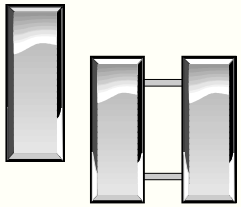


FACCC

CLASS 05-01	17 NOV 04 - 21 APR 05
CLASS 05-02	20 JAN 05 - 09 JUN 05
CLASS 05-03	16 MAR 05 - 03 AUG 05
CLASS 05-04	04 MAY 05 - 22 SEP 05
CLASS 05-05	17 JUN 05 - 07 NOV 05
CLASS 05-06	09 AUG 05 - 12 JAN 05
CLASS 05-07	23 SEP 05 - 01 MAR 06
CLASS 06-01	15 NOV 05 - 19 APR 06
CLASS 06-02	18 JAN 06 - 07 JUN 06
CLASS 06-03	07 MAR 06 - 25JUL 06
CLASS 06-04	25 APR 06 -13 SEP 06
CLASS 06-05	06 JUN 06 - 25 OCT 06
CLASS 06-06	27 JUL 06 - 25 OCT 06
CLASS 06-07	06 SEP 06 - 09 FEB 07

Must Fill Every Seat!

ASSIGNMENT AFTER CCC



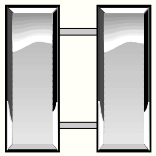
- BRANCH VISITS CAREER COURSE GENERALLY ONCE A QUARTER, ASSIGNMENTS ARE MADE SHORTLY AFTER

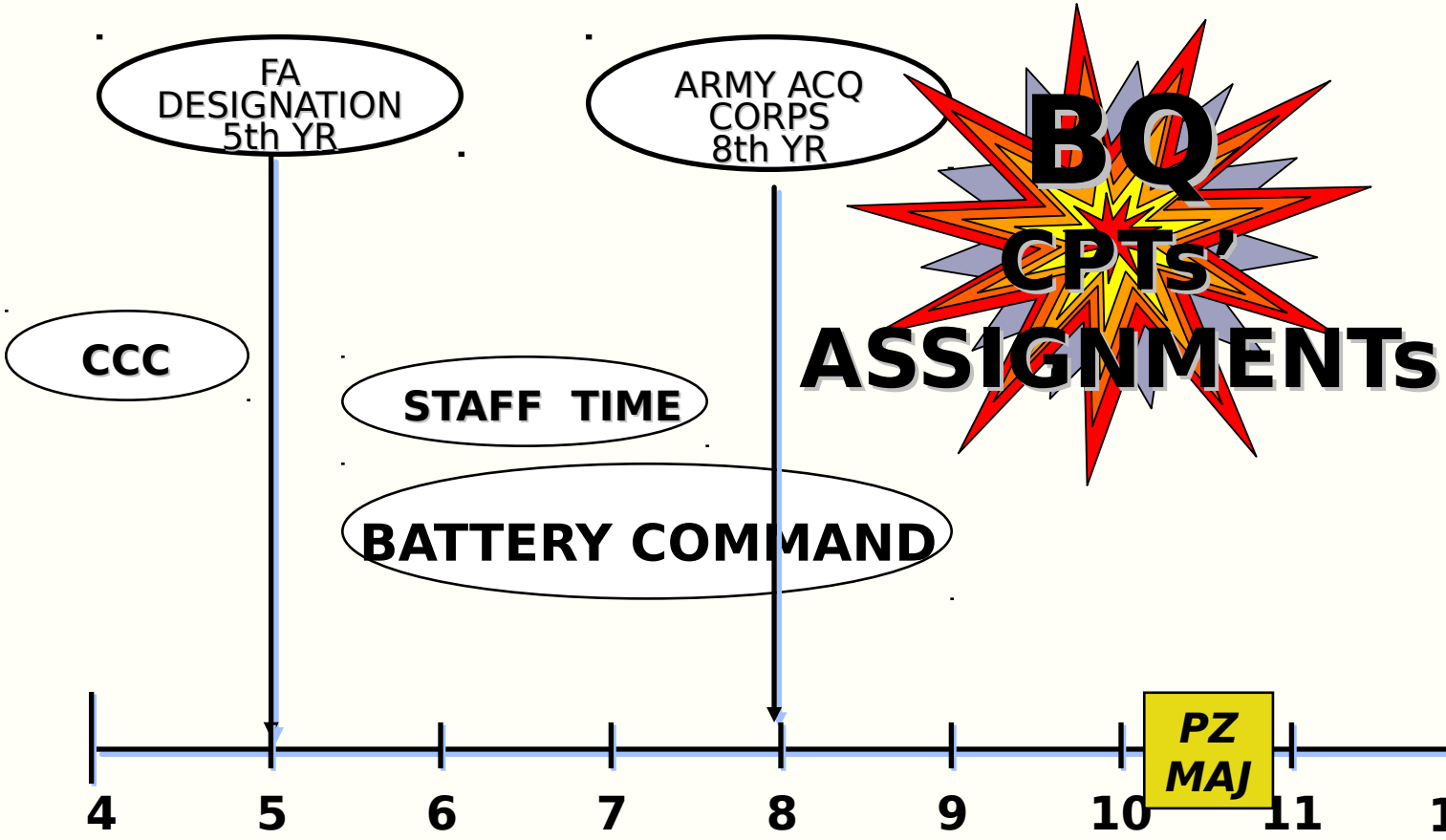
- ASSIGNMENT SPREAD BASED ON PROJECTED UNIT STRENGTHS (ASSIGNMENTS FOR EACH CLASS WILL BE DIFFERENT)

- OFFICERS MAY BE ABLE TO RETURN TO THE UNIT FROM WHERE THEY CAME FROM

- TDA ASSIGNMENTS: WE TRY AND FILL WITH VOLUNTEERS FIRST

BQ CAPTAINS PROFESSIONAL DEVELOPMENT SEQUENCE





CAPTAINS

BRANCH QUALIFICATION:

MUST…

- COMPLETE FAOBC AND CCC

- COMMAND A TOE/TDA BATTERY - 18 MONTHS (+/- 6 MONTHS)

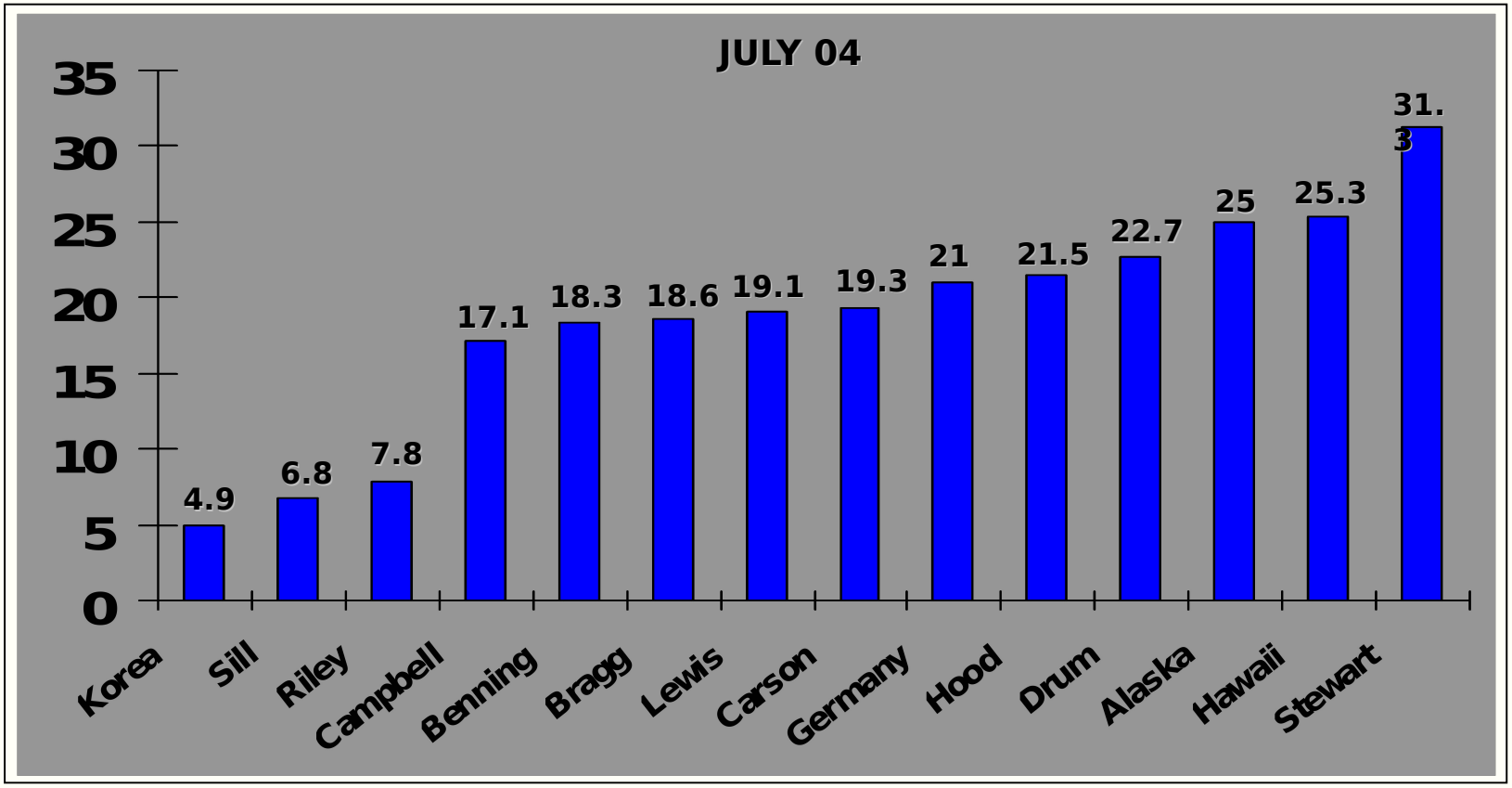
- BACCALAUREATE DEGREE BEFORE CAPTAIN

SHOULD…

- STRIVE FOR FIRE SUPPORT EXPERIENCE AS CO/TF FSO

**** 2d Commands … Bn/Bde/Divarty Cdr & Branch Chief dialo**

BATTERY COMMAND QUEUE TIME

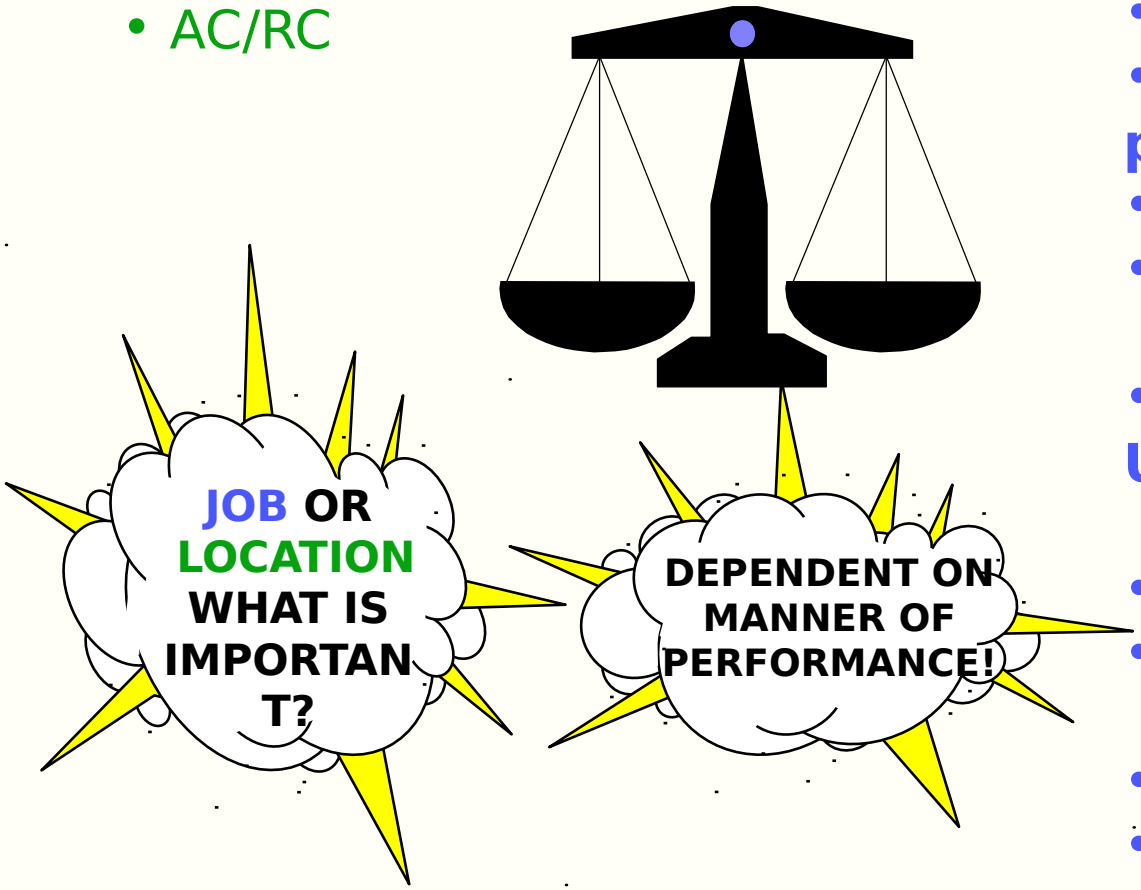


** This is based on current commanders.
Later year group command que time could change.

BQ CAPTAIN ASSIGNMENTS

80%

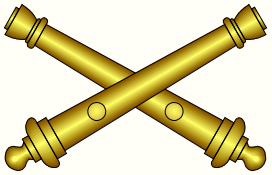
- RECRUITING
- AC/RC



20%

- Ranger Regiment
- NTC/JRTC/CMTC
- TRADOC/staff positions
- USMA
- Personnel Exchange Program (PEP)
- Functional Area Utilization (Hard skills) (ACS)
- JCS internship
- Harvard, DCSOPS Fellowship
- Aide de Camp
- FA Branch/HRC
- Olmstead Scholarship
- Army Staff/Pentagon

ROE FOR CPTS IN COMMAND (NEXT JOB)



- CALL FA BRANCH (BQ CPTS DESK) ONCE YOU TAKE COMMAND TO DISCUSS YOUR TIMELINE AND INTERESTS

- UPDATE US WITH YOUR EMAIL, WORK #, HOME # AND HOME ADDRESS … HELP US HELP YOU

- IF YOU ARE INTERESTED IN PROGRAMS THAT INVOLVE ADVANCE CIVIL SCHOOLING (ACS) AND A UTILIZATION TOUR … GET IN CONTACT EARLY WITH THE POC (USMA, FUNCTIONAL AREA, ASSIGNMENT OFFICER, ETC.) AND TAKE THE

CAPTAINS

BE PROACTIVE … TAKE CHARGE!

WORK WITH YOUR ASSIGNMENT OFFICER

PMCS

KEEP YOUR PHOTO CURRENT (DIGITAL/COLOR)

IT IS THE THINGS THE COMMANDER CHECKS ON THAT GET DONE, SO…

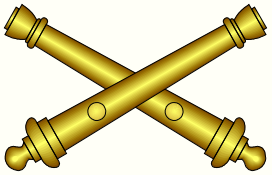
CHECK ON THESE REGULARLY!

MAKE PSCs DO THEIR JOB

KEEP YOUR FILE UPDATED

YOUR FUTURE!

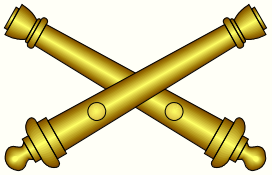
FY 04 MAJORS BOARD ANALYSIS



PZ SELECT ANALYSIS

	This Yr	Last Yr	Army Avg
• # / % selected PZ	138/96.5%	127/94.1%	96.9%
• # / % minorities	30/21.7%	24/18.9	
• # / % CFD	14.5%	21/16.5%	
• # / % BQ'd in TOE jobs	124/89.9%		
• # / % BQ'd in TDA jobs	5/3.6%		
•# / % BQ'd Both TOE/TDA	9/6.5%		
• Avg BQ time	21 months		
• # not BQ'd	1		
• # / % with multi cmds	31/22.5%		

FY 04 MAJORS BOARD ANALYSIS

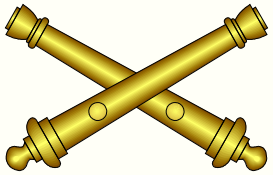


PZ SELECT TRENDS

- **# with COM BC OERs 11**
- **# with 1 COM BC OER 43**
- **# with ACOM BC OERs only 84**

- **6 Officers selected had Pure COM files**
- **7 Officers had only 1 ACOM report**

FY 04 MAJORS BOARD ANALYSIS



ANALYSIS SUMMARY

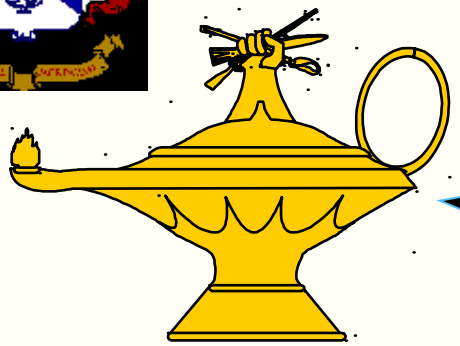
- **COM files did not put an officer at risk for promotion on this board; but 2 selected (11 PZ/15 AZ) had only COM reports in Cmd, and 6 PZ officers had COM file. Bottom Line, PZ officers not selected had some type of negative their file (GLOR, BCOM).**

- **Career Field Designation - officers working in their career field/functional not guaranteed an automatic selection by the CFD board - Career fields are Competitive.**

- **54 PZ Officers (39.1%) had at least 1 COM in command. 60.9% had all AC**

COMMAND AND STAFF COLLEGE

50% OF A COHORT YEAR GROUP BY BRANCH & FUNCTIONAL ARE SELECTED FOR RESIDENT CSC



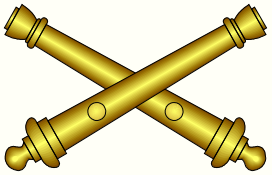
Transition Plan to ILE

BZ and Two Looks

- **FY 99 BOARD: TRANSITIONED TO 2 LOOK SYSTEM**

SELECTIONS MADE BY BRANCH AND FUNCTIONAL ARE

MAJORS



BRANCH QUALIFICATION:

- **COMPLETE MEL 4**

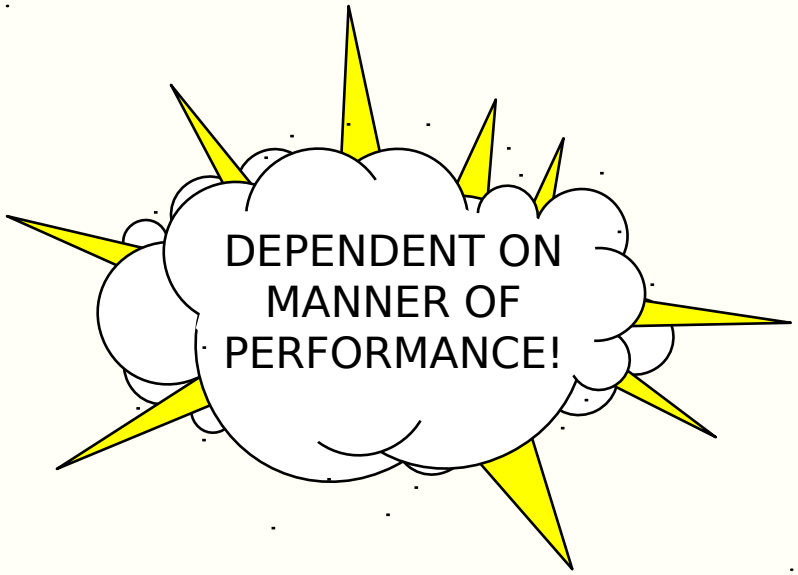
- **SERVE MINIMUM OF 24 MONTHS AT BDE/DIVARTY AND BN LEVEL**

- **SERVE IN BRANCH QUALIFYING POSITION (BN/BDE/DIVARTY XO OR S3) OR IN A COMBINATION OF BRANCH QUALIFYING AND FIRE SUPPORT DEVELOPMENTAL POSITIONS (BDE/REG FSO, DIV AFSCOORD, BDE/DIVARTY ASSISTANT S3) FOR A MIN**

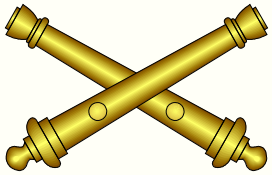
MAJORS

…AFTER BRANCH QUALIFICATION

- NTC, JRTC, CMTC O/C
- JOINT
- AC/RC
- MACOM STAFF
- PENTAGON
- O1A/O2A STAFF
- ROTC - APMS
- CGSC INSTRUCTOR
- BCTP



FY 04 LTC BOARD
PZ SELECT ANALYSIS

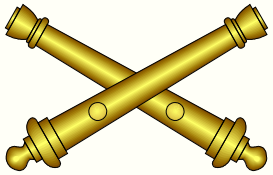


- **52/69= 75.4% FA OFFICERS WERE SELECTED IN THE PRIMARY ZONE**
- **IN THE ARMY OPERATIONS CATEGORY, (79.%) OFFICERS WERE SELECTED PZ**
- **5 (6.9%) FA OFFICERS WERE SELECTED AZ. IN THE ARMY OPS CAT. 49 (6.4% OFFICERS WERE SELECTED AZ**
- **1 (1.4%) FA OFFICER WAS SELECTED BZ. IN THE ARMY OPS CAT., (7.4%) OFFICERS WERE SELECTED BZ**

PRIMARY ZONE ANALYSIS

- **OF THE 58 OFFICERS SELECTED, 14 WERE NON-RES CGSC, 44 WERE RESIDE CGSC**
- **16 FA OFFICERS WERE 1-TIME NON-SELECTS TO LTC; OF THE 16 OFFICERS 1 WERE MEL 4 QUALIFIED**
- **4 OFFICERS WERE RES CGSC AND 7 WERE NON-RES CGSC**
- **8 OFFICERS DID NOT BRANCH QUALIFY AS MAJORS**
- **8 OFFICERS WERE NOT SELECTED FOR PROMOTION TO LTC WHO WERE QUALIFIED (MEL4 AND BQ)**

FY 04 LTC BOARD
PZ SELECT ANALYSIS
(Continued)

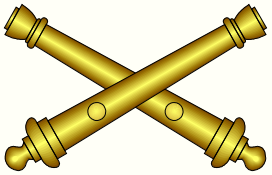


- **OF THE 11 OFFICERS NOT SELECTED, 9 HELD 1 DEVELOPMENTAL AND 1 BQ 2 HELD TWO BQ JOBS; 1 HELD 2 BQ JOBS AND A DEVELOPMENTAL JOB, AND HELD ONE BQ JOB**
- **5 OF THE OFFICERS HAD ONLY COM REPORTS IN THEIR DEVELOPMENTAL AN BQ JOBS, 2 OFFICER HAD COM FILES WITH ONLY 1 ACOM REPORT, 3 HAD NO OER AS AN S3 OR XO, 1 FILE CONTAINED ADVERSE ACTION**

<u>THE COMMON TRENDS WHICH CONTINUE TO PLACE AN OFFICER AT RISK FOR PROMOTION TO LTC ARE</u>:

- **OFFICERS WITH COM FILES AND COM REPORTS IN THEIR DEVELOPMENTAL AND BQ JOBS**
- **OFFICERS HAVE A COM FILE WITH ONLY ONE ABOVE COM REPORT IN 1 OF THEIR DEVELOPMENTAL OR BQ JOBS**
- **OFFICERS WHO DO NOT COMPLETE MEL 4 OR DO NOT HAVE A BQ REPORT**

LIEUTENANT COLONELS



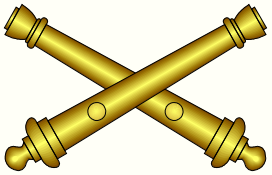
- **COMPETE FOR COMMAND OPPORTUNITIES…**

- **IF NOT CSL COMMAND, CONSIDER PMS, AC/RC BN CMD**

- **FOR FY 04, ARTILLERY BATTALION COMMAND SELECTEES WERE: 54% - DUE COURSE; 36% - BZ; 10% - AZ**

- **UNDER OPMS III, COMMAND OPPORTUNITY RISES TO APPROXIMATELY 40% OF A YEAR GROUP.**

LIEUTENANT COLONELS

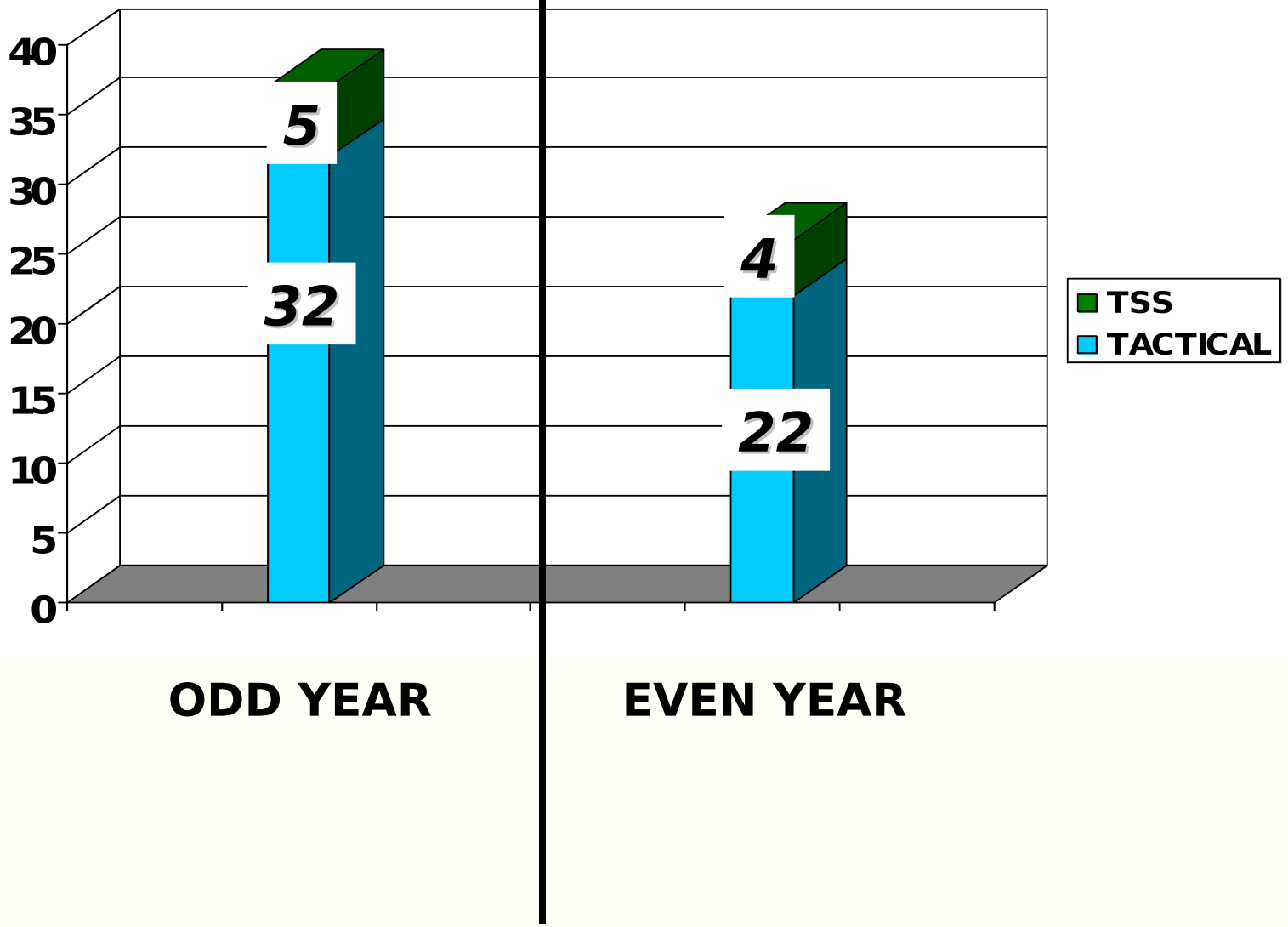


Population: 192 officers (YG 82-88)
(Looks 1-6)

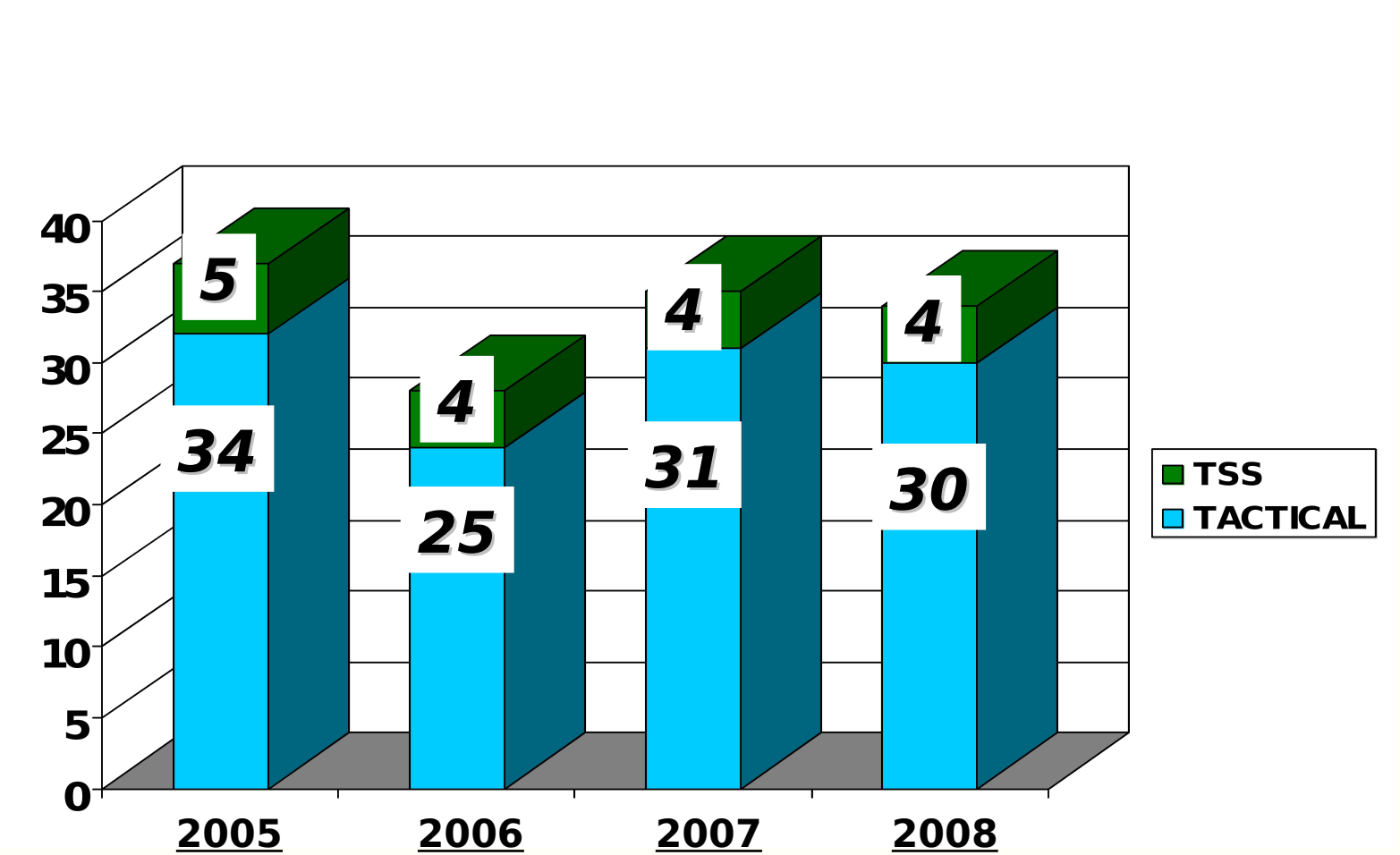
Avail BN CMDs	TACT	TSS	INST
FY 05	32	5	2
FY 06	24	4	2

ARTILLERY BN CMDS

ODD VS. EVEN YEARS (THE OLD MODEL)



ARTILLERY BN CMDS
TRANSFORMATION (THE NEW MODEL)



COLONELS

✓ **YOU DO NOT HAVE TO BE A BZ SELECT OFFICER**
TO HAVE A GREAT CAREER!

FY99 BOARD RESULTS (37 SELECTED)
- 4 AZ; 29 PZ; 4 BZ

FY00 BOARD RESULTS (36 SELECTED)
- 9 AZ; 24 PZ; 3 BZ

FY01 BOARD RESULTS (27 SELECTED)
- 0 AZ; 27 PZ; 0 BZ
FY02 BOARD RESULTS (31 SELECTED)
- 1 AZ; 27 PZ; 3 BZ

FY 03 COL BOARD PZ SELECT ANALYSIS

Select Analysis PZ:

FY03 Board Total # eligible 51/ Total # selected 31 / Percentage selected 61%

FY02 Board Total # eligible 45/ Total # selected 27/ Percentage selected 60 (for comparison)

For the 31 LTCs selected for promotion in the primary zone to COL the following post board analysis follows:

Of those selected 0 or 0% were NOT CSL Battalion Commanders.

Of those selected 31 or 100% were CSL Battalion Commanders.

Of those selected 23 or 74% were TOE CSL Battalion Commanders

Of those selected 3 or 10% were TDA CSL Battalion Commanders.

Of those selected 3 or 10% were USAREC CSL Battalion Commanders.

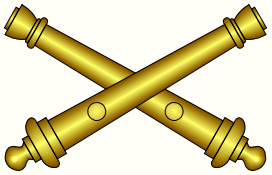
Of those selected 2 or 6% were GARR CSL Battalion Commanders

Of those selected 1 or 3% were minority officers (#of minorities selected/# minorities eligible) 1/6

PROMOTION / SELECTION

BOARDS

BOARD DATES



Cohort YG	CPT	FAD YR	BZ MAJ	PZ MAJ	CFD BD	1ST CSC	2D CSC	BZ LTC	PZ LTC	1st BN CMD	1ST SSC	LAST BN CMD	BZ COL	PZ COL	1ST BDE CMD	LAST SSC
1977															1999	2000
1978														1999	2000	2001
1979													1999	2000	2001	2002
1980					1999							1999	2000	2001	2002	2003
1981					2000							2000	2001	2002	2003	2004
1982					2001						1999	2001	2002	2003	2004	2005
1983					2001				1999	1999	2000	2002	2003	2004	2005	2006
1984					2002			1999	2000	2000	2001	2003	2004	2005	2006	2007
1985					2002			2000	2001	2001	2002	2004	2005	2006	2007	2008
1986					1999			2001	2002	2002	2003	2005	2006	2007	2008	2009
1987					2000			2002	2003	2003	2004	2006	2007	2008	2009	2010
1988					2000		1999	2003	2004	2004	2005	2007	2008	2009	2010	2011
1989				1999	1999	1999	2000	2004	2005	2005	2006	2008	2009	2010	2011	2012
1990			1999	2000	2000	2000	2001	2005	2006	2006	2007	2009	2010	2011	2012	2013
1991			2000	2001	2001	2001	2002	2006	2007	2007	2008	2010	2011	2012	2013	2014
1992			2001	2002	2002	2002	2003	2007	2008	2008	2009	2011	2012	2013	2014	2015
1993		1999	2002	2003	2003	2003	2004	2008	2009	2009	2010	2012	2013	2014	2015	2016
1994		2000	2003	2004	2004	2004	2005	2009	2010	2010	2011	2013	2014	2015	2016	2017
1995		2001	2004	2005	2005	2005	2006	2010	2011	2011	2012	2014	2015	2016	2017	2018
1996		2002	2005	2006	2006	2006	2007	2011	2012	2012	2013	2015	2016	2017	2018	2019
1997	2000	2003	2006	2007	2007	2007	2008	2012	2013	2013	2014	2016	2017	2018	2019	2020
1998	2001	2004	2007	2008	2008	2008	2009	2013	2014	2014	2015	2017	2018	2019	2020	2021
1999	2002	2005	2008	2009	2009	2009	2010	2014	2015	2015	2016	2018	2019	2020	2021	2022
2000	2003	2006	2009	2010	2010	2010	2011	2015	2016	2016	2017	2019	2020	2021	2022	2023
2001	2004	2007	2010	2011	2011	2011	2012	2016	2017	2017	2018	2020	2021	2022	2023	
2002	2005	2008	2011	2012	2012	2012	2013	2017	2018	2018	2019	2021	2022	2023	2024	
BOARDS	NOV	APR	APR	APR	MAY	AUG	AUG	FEB	FEB	OCT	APR	OCT	AUG	AUG	JAN	APR

STANDARD BOARD TIMELINE

- PHOTO
- LAST OER
- ORB
- FICHE

AO FILE SCRUB

DA SECRETARIAT SCRUB

			1	2	3	4
5	6 X	7 X	8 X	9 X	10 X	11
12	13 X	14 X	15 X	16 X	17 X	18
19	20 DA	21 DA	22 DA	23 DA	24 DA	25
26	27	28	29	30	31	

20XX

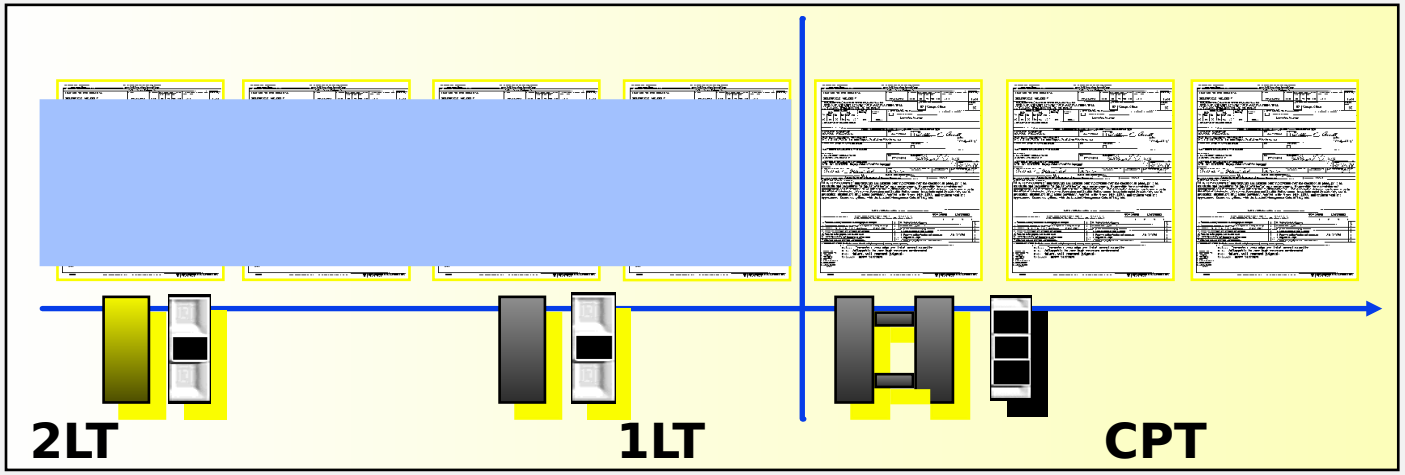
CUTOFF FOR AOs

BOARD CONVENES

LIST RELEASED APPROX 90 DAYS AFTER RECESS

OERs

MASKING EARLY OERS



"ZERO DEFECTS"

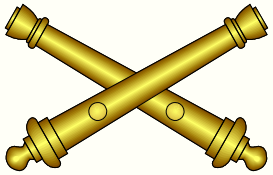
ISSUES:

- QUALITY OF JUNIOR OFFICER ASSIGNMENT VARIES
- INTENSITY OF JUNIOR OFFICER EXPERIENCE VARIES
- SPEED OF INTEGRATION INTO ARMY CULTURE VARIE

NEW POLICY

- 2LT/1LT REPORTS MASKED AFTER PROMOTION TO CPT (MILPER MSG 02 220)
- WO1 REPORTS MASKED AFTER SELECTION TO

OER ENHANCEMENT



- Senior raters will not qualitatively evaluate, or block check, company grade officers and warrant officers in the rank of WO1 and CW2 on their OERs.

- Raters of these officers will use the Developmental Support Form in conjunction with the Support Form for counseling.

- This enhancement will improve our Officer Evaluation Reporting System to better support Officer developmental programs and to reinforce the use of our OER as a tool for strengthening our profession.

- This enhancement is intended to further emphasize leader development and counseling for officers in the ranks of Second and First Lieutenant, Captain, Warrant Officer One, and Chief Warrant Officer Two.

- These enhancements will foster an environment conducive to growth by providing structure to the critical tasks of teaching, coaching, mentoring, and educating.

- **Effective 1 October 2004**

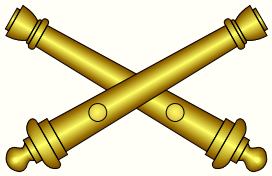
SENIOR RATER PROFILE RECORD

Name	Position	#of OERs previously received in current position (include previous SR's OERS)	Last OER/Type/Rating *Codes:* Change of Rater - CR Change of Duty - CD PCS - PCS Annual - AN Com the Record -CTR SR Option - SO Relief for Cause - RFC *Ratings:* ACOM/COM/BCOM	Projected OER Date of next OER	Projected Type Type of report (Use Codes)	Projected Rating How I would rate this officer if I rated everyone today <50% in ACOM (Adjust as events dictate)	OER to DA(90days) Date report needs to be at DA (except board reports need to get to DA per board message)	Subsequent OER Will the officer receive more reports from you after the proj OER, if so how many	Cohort YG	Next Board/Date Next selection board the officer would be eligible for (Use chart profile management board dates)	Projected Departure/ Promotion
Black, A	Aco 1/35 Inf	1	JUN 98/CR/COM	Jun-99	AN	COM	Sep-99	Yes (1)	1991	BZ Major- Mar-00	Dec-99
Smith,D	Cdr Bco 1/35 Inf	1	Jun 98/CR/ACOM	Dec-98	PCS	ACOM	Mar-99	No	1991	BZ Major-Mar-00	Dec-98
Jones, T	Cdr Cco 1/35 Inf	0	Jun 98/CR/COM	Jun-99	AN	COM	Sep-99	Yes (1)	1992	BZ Major-Mar-01	Jun-00
Davis, R	Cdr Dco 1/35 Inf	0	Jun 98/CR/COM	May-99	CD	COM	Aug-99	No	1992	BZ Major-Mar-01	Jun-99
Pike, M	Cdr HHC 1/35Inf	0	Jun 98/CR/COM	Jun-99	AN	ACOM	Sep-99	Yes (1)	1991	BZ Major-Mar-00	May-00
Bass, S	Cdr Cco 2/35 Inf	2	July 98/CD/COM					No	1991	BZ Major-Mar-00	Aug-98
Doe, J	Bde S-1	1	Aug 98/PCS/ACOM					No	1993	BZ Major-Mar-02	Aug-98
Buck, J	Bde CM Off	0	Sep 98/CR/COM	Sep-99	AN	COM	Dec-99	Yes (1)	1991	BZ Major-Mar-00	Jun-00
Fawn, B	Bde Asst S-3	1	Sep 98/CR/ACOM	Apr-99	PCS	ACOM	Jul-99	No	1992	BZ Major-Mar-01	Apr-99
Rockfish, A	Cdr Aco 2/35 Inf	0	Sep 98/AN/COM	Jun-99	CD	COM	Sep-99	Yes (1)	1992	BZ Major-Mar-01	Jan-00
			Example								

Note: Promotable Officers serving in positions authorized the promotable grade will be profiled at the promotable grade if listed as (P) in the grade block of the OER.

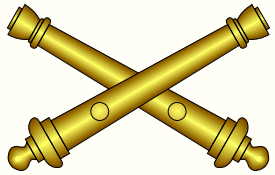
This is on the OER Home Page - Profile

OER UPDATE (TIPS FOR SENIOR RATERS)



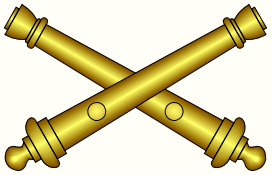
- **KNOW YOUR POPULATION, WHEN THEY GO BEFORE BOARDS, WHEN REPORTS WILL BE DUE, WHO IS AT RISK**
- **LOOK AHEAD, ESTABLISH A PLAN, DEVELOP RATING PHILOSOPHY…GOAL IS 1/3 IN TOP BOX, ENSURE TOP BOX IS ALWAYS LESS THAN 1/2--LEAVE YOURSELF FLEXIBILITY FOR THE UNPROJECTED/UNPLANNED OER REQUIREMENTS**
- **CONSIDER START-UP COSTS (1ST FOUR REPORTS IN EACH GRADE, ONLY 1 ACOM).**
- **<u>CANNOT</u> HOLD OERs PAST 90 DAYS**
- **REMEMBER -- LIEUTENANTS ARE PROFILED SEPARATELY (SR WILL HAVE ONE PROFILE FOR 2LTS, & ANOTHER FOR 1LTS); SAME HOLD TRUE FOR WARRANT OFFICERS**
- **KNOW YOUR PROFILE AT ALL TIMES, CALL UPC TO**

COM OERs



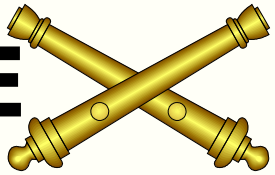
- CENTER OF MASS FILE IS DIFFERENT FROM A CENTER OF MASS REPORT (MANY ACOM OFFICERS HAVE COM REPORTS). HOWEVER, HAVING ALL COM REPORTS PLACES AN OFFICER AT RISK
- MOST OFFICERS HAVE RECEIVED AT LEAST ONE COM (OVER 85% OF ALL CPTS; 79% OF ALL MAJS; 79% OF ALL LTCS). THESE FIGURES CONTINUE TO RISE
- A COM OER, BY ITSELF, IS NOT A KILLER; ALL BOARDS SELECT OFFICERS WITH AT LEAST ONE COM REPORT; OVER 8,000 SELECTED SO FAR (MANY OF THOSE HAD MULTIPLE COMS)
- MOST OFFICERS CURRENTLY HAVE A MIX OF ACOM AND COM OERS, BUT SOME ACOMS IN KEY JOBS (BQ JOBS) ARE A MUST. SPIKES IN FILE ARE ESSENTIAL
- ALL (MULTIPLE) COM OERS WILL PLACE YOU AT RISK BEYOND PROMOTION TO MAJOR
- BOARD RESULTS INDICATE OFFICERS WITH A MIX OF ACOMS AND COMS ARE COMPETITIVE TO LTC
- ENTHUSIASTIC, BUT NOT OVEREXAGGERATED, NARRATIVE, OFTEN DIFFERENTIATES AMONG COM REPORTS

WHAT BOARD MEMBERS LOOK FOR ON OERs



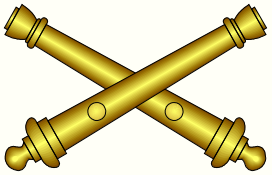
1. **PERFORMANCE**: PHENOMINAL PERFORMANCE DURING THE RATED PERIOD. EXECUTED THE FOLLOWING..
2. **PROMOTION**: PROMOTE WITH HIS PEERS; AHEAD OF HIS PEERS; PROMOTE BELOW THE ZONE; DO NOT PROMOTE
3. **POTENTIAL**: UNLIMITED POTENTIAL; BN CMD POTENTIAL; A MUST SELECT FOR BN CDR; A FUTURE BN COMMANDER
4. **SCHOOLING**: SEND TO FACCC; READY FOR CGSC NOW; SEND TO RESIDENT CGSC AT EARLIEST OPPORTUNITY; SEND TO CGSC 1ST LOOK

RECORDS MAINTENANCE (WHOSE FILE IS THIS?)



- **DA PHOTOS: If your photo is over three years old or you are wearing your old rank, we recommend you get a new photo taken and send us two copies. Most photos are now the 3/4-length digital type. If your lab does not have this capability, you should get a digital photo as soon as it is convenient for you. Otherwise, if your photo was taken within the last five years, you are up to date.**

- **PHYSICALS: Your current physical should be less than five years old. When you update your physical, be sure your PSC/MILPO updates your ORB to reflect the new date. Boards frequently make an issue of this.**



QUESTIONS
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